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AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

JULY–AUGUST 1983

The Annual Report on the Economic Status of the Profession 1982–83

SPECIAL ISSUE

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ACADEME

BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

JULY–AUGUST, 1983
Volume 69, Number 4

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Designer:
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Typesetter:
THE MAGAZINE GROUP, Washington, D.C.

Printer:
UNITED LITHOGRAPHIC SERVICES, Falls Church, Virginia

Advertising Representative:
THE MEDIA SALES GROUP
1426 H Street, N.W.
Washington, D.C. 20005
Telephone (202) 737-6037

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ACADEME: *Bulletin of the American Association of University Professors* is published six times a year: Jan-Feb, March-April, May-June, July-Aug, Sept-Oct, Nov-Dec. Subscriptions at $10 are included in membership dues. Nonmembers may subscribe for $30. Foreign subscriptions are $32. Second-class postage paid at Washington, D.C., and at additional mailing offices. POSTMASTER: Send address changes to *Academe*, Suite 500, One Dupont Circle, Washington, D.C. 20036
(ISSN 0190-2946)

A Blip on the Screen:

- ☐ Increases in salary levels expressed in real terms rose by approximately 2 percent.
- ☐ For all institutions combined, increases in salary for continuing faculty averaged 7.9 percent. For the third successive year, increases in public institutions lagged behind those in the private institutions.
- ☐ Between 1971–72 and 1981–82, faculty salary levels have fallen behind substantially in comparison with those in the private sector. Faculty real salaries declined by 20.5 percent as opposed to 4.3 percent for the private sector during that period.
- ☐ Salaries in universities averaged $31,010, compared to the $22,890 average in baccalaureate-level institutions (category IIB), while overall average salaries in public and private independent institutions were $27,860 and $28,680, respectively.

These facts and others are contained in this report given by W. Lee Hansen, chairman of the AAUP's Committee Z on the Economic Status of the Profession, at the Association's sixty-ninth annual meeting in Washington, D.C. This special issue of *Academe* is devoted to the complete report of Committee Z. The faculty salary data on the following pages are based on information collected by both the National Center for Education Statistics and the AAUP. Maryse Eymonerie Associates processed, tabulated, and prepared the statistical data for the report. Data for more than 2,600 institutions are presented in the Appendix tables.

The Annual Report on the Economic Status of the Profession, 1982–83

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A Blip on the Screen

The Annual Report on the Economic Status of the Profession, 1982–83*

Last year's Report on the Economic Status of the Profession began with the good news that the purchasing power of salaries of college and university professors remained constant rather than declined as it had for most of the previous decade. The news this year is even better. Because of a sharper drop in the percentage increase in prices than in salaries, average faculty salary levels expressed in real terms, i.e., adjusted for price-level changes, rose by approximately 2 percent over the past year. This is a much-welcomed development. Yet it does little to offset the sizeable cumulative decline in real salaries that occurred over the past decade or more. Nor does this increase suggest any need for revising the generally gloomy prospects, discussed in last year's report, for faculty salary increases in the coming years. Indeed, the slowing of inflation combined with the straitened circumstances of many state governments is already producing even smaller nominal salary increases for 1983–84. This means that this year's gain may be a one-time occurrence, nothing more than a blip on the proverbial radar screen.

Readers of this year's annual report are reminded that some changes have been made in the system for classifying institutions by category, as announced last year. The purpose of the changes is to be responsive to the needs of both institutions and faculty members in the hope of better serving everyone. The details of the changes and definition of the categories are outlined in the "Explanation of Statistical Data" immediately preceding Appendix I. During this transition period, several tables have been tabulated using the previous definition of categories so that the impact of the new classification can be assessed. While these changes introduce discontinuity in the data series by category, we think the importance of classifying institutions appropriately outweighs any disadvantages.

Salary Changes in 1982–83

Several significant changes affecting the economic status of faculty members occurred this year. First, the overall percentage increase in nominal salary levels for all institutions combined, excluding category IV, dropped from 9.0 percent last year to 6.4 percent this year. This is a marked change from the previous five years in which nominal salary increases rose rather steadily each year, from a low of 4.7 percent in 1976–77 to a 9.0 percent figure in 1981–82. These increases reflect a lagging response to rising rates of inflation, while this year's smaller increase is a delayed reaction to the slowing of the inflation rate. Second, the inflation rate registered another large decline, its third in a row. The rate of increase in consumer prices dropped from 13.1 percent in 1979–80 to 11.6 percent in 1980–81, to 8.7 percent in 1981–82, and to an estimated 4.5 percent this year. (At the time of this writing we must work with an estimate because price level changes for the last three months of the academic-year—April, May, and June—are not yet available. A future issue of *Academe* will carry a brief note containing the actual rate of price-level increase for 1982–83.) The size of the declines in the price-level increases over the past two years and especially over the past year has been much greater than anticipated by most economic forecasters. Third, because the inflation rate dropped by more than the rate of change in salary levels, average salaries in real terms rose by an estimated 2 percent.

Changes in the economic climate are certain to affect attitudes and hence salary increases for the coming year. The dramatic drop in the inflation rate and the virtual stability of consumer prices since the late summer of 1982 have weakened faculty arguments for higher nominal salary increases. At the same time pressures to hold down salary increases in the public sector have been exceedingly strong because of the economic difficulties faced by many states whose revenues have fallen sharply as a consequence of the protracted recession. Even without these pressures there is little evidence of any significant change in public attitudes that would support higher salary increases to make up for past declines in real incomes.

Several developments could alter these attitudes. One is the growing concern about the importance of colleges and universities in educating new members of the labor force and in developing new knowledge that will stimulate economic growth. Another is the concern about the loss of talented faculty members, especially from public colleges and universities, to the private nonacademic sector and to other educational institutions seeking to strengthen themselves. Also of importance is heightened concern about the eroding quality of American education, as evidenced by recent

*The data for this report were processed, tabulated, and analyzed for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to MEA, P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, One Dupont Circle, N.W., Washington, D.C. 20036, Telephone (800) 424-2973. (Price $25.00, prepaid order only.)

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]— Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1971–72

One-Year Period	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1971–72 to 1972–73	4.3	4.2	4.1	3.9	4.1	0.3	0.2	0.1	−0.1	0.1	4.0
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	6.0	−3.5	−3.3	−3.2	−3.1	−3.1	9.4
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.7	1.7	2.2	2.1	1.8	4.5*

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The changes in the CPI for the months of April, May, and June, 1983 have been estimated.

reports from the National Commission on Excellence in Education and the Twentieth Century Fund. Whether these concerns will generate some Sputnik-like response remains to be seen. Finally, as economic recovery accelerates, state tax revenues are likely to grow sharply, with the result that the need to augment faculty salaries at public institutions may be received more sympathetically by state legislators.

The emphasis given above to public institutions and the public sector is not meant to slight the situation facing private and church-related institutions. They face similar difficulties in generating funds to provide higher salaries and to pay for other things necessary to strengthen themselves. Yet the dominance of public institutions, reflected not only by their numbers but more importantly by the large proportion of all faculty members in their employ, means that they end up playing a key role in affecting prevailing salary levels for faculty members. On average, private institutions follow along, struggling to keep salaries abreast of those in the public sector when their own economic condition worsens and attempting to push salaries ahead of those in the public sector when their condition improves and that of the public sector worsens.

Detailed Discussion of Salary Level Changes

This leads to what seems to be the most striking change in salary levels this year: the widening discrepancy between the percentage increases for faculty members at private independent versus those at public institutions. For all categories combined (excluding IV), salaries in private institutions rose by 8.3 percent as compared to 5.9 percent in public institutions (see Table 1). Church-related institutions also recorded a larger increase of 7.0 percent. This marks the third successive year that salary increases at public institutions lagged behind those of institutions in the other two sectors. Moreover, a noticeable differential has developed in favor of private institutions. Whereas overall salary levels were equal in 1979–80, average salary levels advanced almost $800 more in private as compared to public institutions. The gap between salary levels in church-related institutions and public institutions has narrowed from 20 percent in 1979–80 to 18 percent in 1982–83.

These changes are part of the ever-shifting, competitive position of the three groups of institutions. In 1977–78, for example, average salary levels in private institutions were higher than in the public sector and the gap between church-related and public institutions was also 18 percent as it is now (see Table 5). Thus, one can visualize a seesawing of salaries with a dominant constraint being the availability of additional funding for salary increases at public institutions.

Another way of viewing the changes in 1982–83 is to examine the distribution of percentage changes in salary levels in Table 2. Increases of 8 percent or more were provided by 47 percent of private institutions and 40 percent of church-related institutions, as compared to only 33 percent of public institutions. The effect of these increases on average salary levels, however, depends on how many faculty members are at institutions giving the different percentage increases. We observe that 59 percent of faculty members were at private institutions and 43 percent were at church-related institutions that provided increases of 8 percent or more in average salary levels; by contrast, only 28 percent of faculty members were at public institutions that had increases of 8 percent or more. This means that a larger proportion of institutions offered bigger increases in the private and church-related sectors, whereas the opposite was true for the public sector. To really appreciate these figures, one should not forget that, while about 53 percent of colleges and universities are public, they employ over 73 percent of all full-time faculty members. One can understand how the greater financial pressures faced by smaller nonpublic institutions might have forced them to pro-

vide less generous salary increases. The size relationship is less obvious in the public sector, however. Whatever the explanation, it seems clear that non-public institutions are somewhat better positioned than they were several years ago to recruit top-notch young Ph.D.'s and to attract senior people away from public sector institutions.

By category, the pattern of change in average salaries is quite mixed. It is worth pointing out that salaries for assistant professors rose sharply at both private and church-related institutions in Category I. Interestingly, public Category IIC (specialized) institutions, our newly introduced group of institutions that are professional and specialized in their orientation, provided equally large salary increases for their assistant professors. The explanation for this is not clear, but, given the growing demands for the kind of education offered by these institutions as well as good alternative opportunities for their faculty members, bigger salary increases were no doubt required both to retain and to attract good faculty members.

Salary increases for continuing faculty members, those on college and university staffs both this year and last year, rose as usual by a larger percentage than did salary levels for all faculty members. The increase for continuing faculty members was 7.9 percent overall. This is below our preliminary January estimate of 8.3 percent. The preliminary results slightly overstated the increases for public institutions (7.5 versus 7.1 percent) and private independent institutions (10.5 versus 10.0 percent) and understated the increase for church-related institutions (9.0 versus 9.2 percent). Comparisons were not made by category of institution because of the shift in the classification system. The difference between the percentage increase for overall salary levels and increase for continuing faculty members is somewhat larger than in the recent past. This suggests that institutions are trying to protect their continuing faculty members and perhaps also to discourage their leaving by offering larger than usual percentage increases in salaries. The other patterns discussed for salary levels also apply to salaries for continuing faculty members (see Table 3).

Differences in salaries between men and women faculty members persist, with women in the upper three professorial ranks (for all categories except IV) having salary levels ranging from as low as 85 percent of males for professors in private independent institutions to 94 percent of males for assistant and associate professors in public institutions (see Table 6). Comparisons with data from previous years indicate considerable fluctuation from year to year in these percentage figures.

Other Comparisons

Percentage changes in salary levels over a one-year period give a quite incomplete picture of the economic status of the academic profession. To provide more insight into the comparative economic status of faculty members, we again present, though with slight modification, Table II which compares the levels of salaries and total money earnings for faculty members and other roughly similar occupational groups.

Several comments are in order. Panels 1 and 2 show average annual salaries for federal employees in the top General Schedule grades and for comparable private sector occupations. Median total money earnings ($27,430) for the average male college and university professor (Panel 4) only slightly exceed those for the typical GS-11 ($26,590) whose training is likely to be shorter and less costly; and they fall well short of the average job analyst IV ($31,220). The other GS grade levels and the private sector salary averages are all considerably higher, up to $53,510 for the GS schedule and up to $76,200 for an Attorney VI in the private sector.

Within Panel 4 we find that college professors earn substantially less than self-employed physicians, dentists, and related practitioners ($46,530); salaried physicians, dentists, and related practitioners ($38,500); and even engineers ($31,070) who for the most part hold only baccalaureate degrees. Faculty members earn only slightly less than other self-employed professionals ($27,880).

A comparison of total money earnings of male college professors in Panel 4 and the academic-year salaries of all ranks combined ($25,750) suggests that the average faculty member (Panel 5) earns the equivalent of an additional month's pay. This payment comes from teaching summer school, getting a summer research grant, or engaging in other remunerative activity during the summer or at some other time during the academic year. The meagerness of the amount leads one to conclude that too much has been made in the press of the so-called "extra earnings" of faculty members.

Finally, it is worth noting that the average assistant professor (Panel 5) receives a salary ($20,630) which is somewhat below the full-year money earnings of the average male sales worker and ony slightly above the full-year money earnings of the average craftsman ($20,100). All of these comparisons suggest that relative to other groups it is difficult to argue that college professors are overpaid.

There is still another reason why salary data for a single year are deficient in adequately capturing a sense of the economic status of the profession. Single-year data also fail to reflect any significant salary erosion from previous years that may have important consequences for the ability of higher education to retain top-notch people and to attract able new Ph.D.'s into the academic profession. Hence, we must examine the real value of salaries over longer time periods and also the real value of these salaries relative to those of other similar occupational groups.

This year we offer an important modification in our long-run comparisons of real and relative salary changes. In the past we typically provided five-year and ten-year comparisons. These have been most instructive in portraying the declining fortunes of college and university professors. But as these comparisons are moved forward each year, we add the

most recent year and lop off the earlier year. As a result, earlier declines in real salaries simply disappear from the record. To guard against this, we need to establish a more permanent benchmark against which to assess the economic position of faculty members. We must choose a year such that we cannot be accused of stacking the deck so as to favor arguments for increasing our salaries.

Several criteria can assist in making this choice. Obviously, we want to choose a period in which inflation was minimal, because, once inflation occurs, salaries lag seriously behind price level increases. We want to pick a period in which government controls and guidelines do not affect the determination of faculty salaries. And we want to pick a period when the economy was reasonably prosperous and funding for higher education was not unduly constrained. Application of these criteria pushes us back into the middle 1960s (i.e., 1965–66 to 1967–68). We chose 1967–68 because it best meets all of the criteria mentioned above. We were also influenced by the fact that that year marked passage of a decade since President Eisenhower's 1957 Commission on Education beyond the High School proposed a doubling of college and university faculty salaries within a decade. Salaries did not double but rose by only 72 percent over this period. The rise in real terms was much less, 45 percent. The rise relative to other occupational groups was even lower.

One possible criticism of the choice of 1967–68 is that

TABLE II

Comparisons of 1981–82 Average Academic Salary Levels with 1981 Average Salaries and Median Earnings of Similar Groups of Workers

Annual Earnings	PANEL 1 Federal Government March 1982	PANEL 2 Private Industry March 1982	PANEL 3 Broad Occ. Groups Yr-Rnd. Full-Time 1981	PANEL 4 Prof. & Mgr. Occups. Yr-Rnd. Full-Time 1981	PANEL 5 AAUP (All Categories Except IV) Academic-Year 1981–82
$80,000					
		76,200 (Atty. VI)			
70,000					
		62, 490 (Engr. VIII)			
		61,260 (Ch. Acct. IV)			
60,000					
		53,660 (Chem. VII)			
	53,510 (GS-15)				
50,000					
		49,820 (Atty. IV)			
		47,550 (Pers. III)			
		47,440 (Engr. VI)			
				46,530 (Self-Empld. Physicians, Dentists)	
40,000		40,210 (Chem. V)			
	38,570 (GS-13)			38,500 (Sal. Physicians, Dentists)	
					33,480 (Full Profs.)
		33,410 (Buyer IV)			
		31,660 (Acct. IV)		31,070 (Engrs.)	
30,000		31,220 (Job Anal. IV)			
				27,880 (Other Self-Empld. Profs.)	
				27,430 (Coll. Profs.)	
				26,660 (Sal. Mgrs.)	
	26,590 (GS-11)		25,650 (Prof.)		25,750 (All Ranks)
			25,430 (Mgrs.)		25,210 (Assoc. Profs.)
				24,910 (Accts.)	
			22,330 (Sales)		
			20,260 (All Workers)		20,630 (Asst. Profs.)
20,000			20,100 (Craft.)		
			18,940 (Clerical)		
					16,310 (Instructors)
				15,970 (Self-Empld. Mgrs.)	

Sources: Panels 1 and 2: U.S. Department of Labor, Bureau of Labor Statistics, *National Survey of Professional, Administrative, Technical, and Clerical Pay, March, 1982.* Bulletin 2145, September 1982. Table D-1. Average annual salaries are reported.
Panels 3 and 4: U.S. Bureau of the Census, Current Population Reports, Series P-60, No. 137. *Money Income of Households, Families, and Persons in the United States, 1981.* Table 51. Median total money earnings are reported.
Panel 5: American Association of University Professors, "Surprises and Uncertainties, Annual Report on the Economic Status of the Profession," *Academe*, July–August 1982, Table 5. Figures are for "all categories except IV," and are for academic year only.

Note: All figures are rounded to the nearest $10. The data in panels 3 and 4 are for men only.

the market for college professors was exceptionally strong that year. It was vigorous because of the sharply rising need for teachers stimulated by the large increase in the college-age population and the rising interest in college attendance among young people and their parents. Offsetting this disadvantage is the fact that demand was also strong in government and the private sector as a result of rapid economic growth and a move toward full employment.

What do we find? As shown by the top part of Table III, real faculty salaries rose by 2.1 percent from 1967–68 to 1971–72. During the next five years, real salaries fell by 10.0 percent, and in the five years up to 1981–82, real salaries fell by another 11.7 percent. This means that over the decade 1971–72 to 1981–82 real salaries fell by 20.5 percent. However, over the longer period, 1967–68 to 1981–82, real salaries fell by only a slight bit less, namely by 18.9 percent.

While this exercise is instructive, we really need to know how these declines compare with what was taking place in comparable private-sector jobs. For this purpose we look at salaries for selected professional, administrative, and technical occupations used to determine comparability of pay in the private and federal government sectors. We find that in every period real salary changes for faculty members are at or near the bottom of the array of the percentage changes shown for the private-sector occupations. This means that not only did faculty salaries decline in real terms, but they declined relative to salaries in the private sector. A more precise indication of what happened is obtained by calculating the average change in real salaries for the full range of professional, administrative, and technical occupations which are regarded as equivalent to the federal General Schedule grades of GS-11 through GS-15.

These results indicate that real salaries in the private sector rose by 4.5 percent from 1967–68 to 1971–72, dropped by 1.8 percent from 1971–72 to 1976–77, and dropped by 2.6 percent from 1976–77 to 1981–82. These changes translate into a 4.3 percent decline from 1971–72 to 1981–82 and to no change whatsoever over the long period 1967–68 to 1981–82. This comparison makes it clear that faculty members experienced a relative deterioration in their real salaries.

This conclusion can be more precisely drawn by showing in an additional line what we call the "relative real earnings position of faculty members." The results also indicate that for the past decade, 1971–72 to 1981–82, real salaries fell relatively by almost 17 percent. And they fell by even more—by almost 19 percent—over the 1967–78 to 1981–82 period.

The point of this exercise is to provide an added dimension to our previous comparisons so as to show

TABLE III

1981–82 Salary Levels and Changes in Real Salaries for Various Time Periods for College and University Professors and for Selected Professional, Administrative, and Technical Occupations in Private Industry

Occupational Groups	1981–82 Salary	Percentage Changes in Real Salary Levels				
		1967–68 to 1971–72	1971–72 to 1976–77	1976–77 to 1981–82	1971–72 to 1981–82	1967–68 to 1981–82
Average Academic Salaries (1981–82)						
Professor	$33,480	n.a.	−9.5	−11.7	−20.1	n.a.
Associate Professor	25,210	n.a.	−9.8	−12.2	−20.8	n.a.
Assistant Professor	20,630	n.a.	−10.6	−11.8	−20.2	n.a.
Instructor	16,310	n.a.	−10.5	−12.9	−22.0	n.a.
All Ranks Combined	25,750	+2.1	−10.0	−11.7	−20.5	−18.9
Average Salaries in Selected Professional, Administrative, and Technical Positions in Private Industry (Based on March, 1982 Salaries)						
Attorney VI	76,200	29.9	−6.4	2.1	0.1	24.4
Engineer VIII	62,490	3.6	−4.3	2.4	−2.0	1.6
Chief Accountant IV	61,260	15.0	−2.8	3.8	1.0	16.3
Chemist VII	53,660	4.0	−1.7	−7.9	−9.3	−5.6
Attorney IV	49,820	26.8	−6.9	0.2	−2.7	17.9
Director of Personnel III	47,550	4.0	1.5	1.6	3.2	7.4
Engineer VI	47,440	6.5	−3.8	0.7	−3.0	3.3
Chemist V	40,210	0.5	−1.1	−4.4	−5.3	−4.8
Buyer IV	33,410	3.4	−1.3	−4.9	−6.0	−3.2
Accountant IV	31,660	4.5	0.1	−3.1	−2.9	1.5
Job Analyst IV	31,220	−1.1	−2.7	−6.9	−9.9	−10.3
All Positions Combined		4.5	−1.8	−2.6	−4.3	0.0
Relative Change in Real Average Faculty Salaries		−2.3	−8.4	−9.3	−16.9	−18.9

Sources: Average academic salaries from AAUP Annual Report on the Economic Status of the Profession, 1966–67, 1971–72, 1976–77, and 1981–82. Average salaries in private industry from U.S. Department of Labor, Bureau of Labor Statistics, *National Survey of Professional, Administrative, Technical, and Clerical Pay*, June, 1967, March, 1977, and March, 1982. All positions combined – Group C, March, 1977 and March 1982. Consumer Price Index from U.S. Department of Labor, Bureau of Labor Statistics, based on academic year and used to convert all data into real terms.

that faculty members not only lost ground to inflation but fell increasingly behind the salary levels paid in the private sector. What is so interesting about this comparison is the finding that the 2.1 percent gain in real faculty salaries from 1967–68 to 1971–72 was less than the 4.5 percent gain for private industry. One might have expected a larger gain for faculty members in light of the strength of demand for college and university professors relative to that for people in the private sector. The explanation for this paradox is left to the reader to divine.

One possible explanation, however, is that the enthusiasm of college and university professors for their work leads them to influence many of their most able students to pursue academic careers. To the extent that this is the case, larger numbers of young people entered graduate training throughout the sixties than would have otherwise. The enlarged supply of new Ph.D.'s weakened upward pressures on salary levels caused by the tight job market. As a result, the goal of the Eisenhower Commission to double faculty salaries within the decade was thwarted. Given that student enrollments continued rising until the mid-seventies and have declined only slightly since then, market pressures that would have prevented salary levels from declining as much as they did since then were tempered.

To sum up, the real and relative salary positions of college and university professors have been severely eroded, and over a protracted period the future prospects for improvement are not encouraging. The consequences of these developments for the health and vitality of higher education should be of serious concern.

Committee Report

Again this year, the committee released early in February a brief preliminary report on 1982–83 increases in salary for continuing faculty members. This report, similar to the first such report for 1981–82 published in the January–February, 1982, issue of *Academe* went out to the press, was picked up by *The Chronicle of Higher Education* (February 23, 1983), and was carried in *Academe* (March–April, 1983). As a result of the good response to the preliminary report for the past two years, it will become a regular feature of Committee Z's activities.

The preparation of the annual report depends on many groups and individuals. The committee expresses its sincere thanks to the over 2,800 colleges and universities and their administrators who this year supplied data to the National Center for Education Statistics (NCES) and also provided us with the information on salary increases for continuing faculty, no longer collected by NCES; to the many institutions which provided a copy of the report they submit to NCES; and to the National Center for Education Statistics and its staff for their cooperation.

Committee Z members, Hirschel Kasper, David Palmer, and Carl V. Patton, join me again in expressing our thanks to Maryse Eymonerie for the outstanding work she has done this year and continues to do for the Association. She not only prepares the salary data for the report, but watches over the chairman to make sure no misinterpretations occur as he writes the report, and she assists the committee in many ways. Above all, she is available to AAUP members, chapters, and all others who have questions about data which are essential to faculty members, administrators and others in assessing the economic status of the profession.

W. Lee Hansen (Economics)
University of Wisconsin-Madison
Chairman, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Increases in Salary and Compensation Levels for Institutions Reporting Comparable Data for Both 1981–82 and 1982–83, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	6.7	5.9	9.2	9.4	7.1	6.3	9.6	9.8
Associate	6.6	6.1	8.7	8.4	7.2	6.7	9.4	9.3
Assistant	7.2	6.6	9.7	8.4	7.9	7.2	11.0	9.1
Instructor	6.8	6.5	7.8	8.5	7.4	7.2	7.8	9.4
All Ranks	6.8	6.1	9.1	8.8	7.3	6.6	9.8	9.5
CATEGORY IIA								
Professor	4.9	4.6	6.3	6.8	5.3	4.7	6.7	7.4
Associate	5.7	5.2	7.9	7.5	6.0	5.3	8.2	8.6
Assistant	6.1	5.7	7.7	7.2	6.1	5.6	8.1	7.9
Instructor	6.2	5.6	9.4	8.4	6.2	5.5	10.0	8.9
All Ranks	5.5	5.0	7.3	7.2	5.6	5.0	7.6	8.0
CATEGORY IIB								
Professor	7.0	5.9	8.1	6.8	7.3	6.6	8.3	6.9
Associate	6.8	6.3	8.1	6.5	7.2	6.9	8.2	6.7
Assistant	6.9	6.9	7.3	6.6	7.2	7.5	7.5	6.9
Instructor	7.3	7.5	8.4	6.5	7.6	8.2	8.7	6.5
All Ranks	6.9	6.5	7.9	6.6	7.3	7.1	8.1	6.8
CATEGORY IIC								
Professor	7.7	8.0	8.2	5.8	7.6	8.3	7.7	5.9
Associate	7.0	6.9	7.8	4.8	7.0	7.1	7.5	5.0
Assistant	8.0	9.4	7.2	5.9	9.0	10.9	7.4	7.2
Instructor	3.6	3.2	3.6	4.4	4.6	4.1	4.5	6.3
All Ranks	7.2	7.8	7.4	5.5	7.5	8.4	7.2	6.0
CATEGORY III								
Professor	8.3	8.4	4.0	3.5	8.9	9.1	3.7	4.3
Associate	6.3	6.4	3.4	3.2	7.0	7.1	3.4	4.8
Assistant	6.9	6.9	6.0	7.3	7.4	7.5	6.3	7.1
Instructor	7.2	7.7	2.8	4.8	7.9	8.3	3.7	5.4
All Ranks	7.1	7.2	4.0	5.3	7.7	7.9	4.4	5.6
CATEGORY IV								
No Rank	5.6	5.6	6.3	5.0	5.9	5.9	6.1	5.1
ALL CATEGORIES EXCEPT IV								
Professor	6.3	5.6	8.4	7.1	6.4	5.6	8.7	7.4
Associate	6.3	5.8	8.2	6.9	6.6	6.1	8.6	7.5
Assistant	6.8	6.4	8.3	6.9	7.2	6.8	8.9	7.4
Instructor	6.7	6.5	7.0	6.8	7.0	6.9	7.5	7.1
All Ranks	6.4	5.9	8.3	7.0	6.7	6.1	8.7	7.4

[1]Sample includes 2,532 institutions reporting comparable data both years.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1981–82 to 1982–83 (Percentages Cumulated Downward)[1]

Percentage Increase	All Combined	Public	Private Independent	Church-Related	Categories: I	IIA	IIB	IIC	III	IV
				INSTITUTIONS						
15% and Over	6.5	6.1	6.8	7.0	5.2	4.6	6.4	10.5	7.6	7.1
14% and Over	7.9	7.4	7.9	8.6	5.9	6.1	7.7	12.3	8.8	8.8
13% and Over	10.1	9.4	10.2	10.9	7.9	8.4	10.2	13.7	10.7	11.6
12% and Over	12.8	11.6	14.0	13.7	11.8	11.7	13.2	15.5	12.3	14.7
11% and Over	16.6	14.1	19.6	18.1	17.3	14.8	17.9	19.3	14.3	18.9
10% and Over	22.0	18.5	27.1	23.3	24.1	21.2	23.3	22.6	18.8	22.3
9% and Over	29.6	24.5	37.6	30.9	33.1	28.6	31.7	29.8	24.5	27.9
8% and Over	38.4	33.0	47.0	40.0	42.7	38.4	40.4	38.5	32.3	34.7
7% and Over	48.4	43.9	56.1	49.2	54.7	49.3	49.3	45.5	43.9	42.5
6% and Over	57.1	53.8	63.6	57.1	64.3	60.0	56.5	52.4	53.8	48.8
5% and Over	65.0	62.7	70.0	64.5	71.1	69.2	63.5	58.4	63.4	56.3
4% and Over	71.8	70.4	75.7	70.6	77.7	74.4	69.7	66.4	72.6	64.1
3% and Over	76.6	75.0	79.8	76.5	81.0	78.6	75.4	70.5	77.5	68.8
2% and Over	80.9	79.3	83.3	81.4	85.1	81.8	80.3	75.4	81.9	74.4
1% and Over	84.3	83.4	85.5	84.7	89.9	84.4	83.9	78.6	85.5	79 7
Below 1%	15.7	16.6	14.5	15.3	10.1	15.6	16.1	21.4	14.5	20.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
				FACULTY MEMBERS						
15% and Over	3.8	3.8	3.4	4.4	3.3	2.3	5.4	12.1	5.1	5.1
14% and Over	4.7	4.7	3.9	5.7	3.8	3.1	6.5	15.7	6.6	6.9
13% and Over	6.6	6.2	6.1	9.3	5.4	4.7	9.1	17.4	9.5	10.3
12% and Over	9.2	8.5	9.9	12.3	8.0	7.6	12.4	17.1	10.6	12.9
11% and Over	12.6	10.4	18.6	16.9	12.0	9.9	17.3	21.6	13.0	17.5
10% and Over	18.4	14.5	31.7	22.8	18.2	15.6	23.2	25.0	18.7	21.5
9% and Over	26.2	20.3	46.8	32.3	26.6	22.1	33.1	34.9	24.1	26.2
8% and Over	35.4	28.3	59.4	43.4	35.8	31.6	42.5	43.6	31.7	32.5
7% and Over	48.3	42.2	69.4	54.7	52.6	41.5	52.6	52.9	45.0	41.6
6% and Over	59.4	54.2	77.4	64.3	63.8	53.6	60.7	59.1	58.5	48.7
5% and Over	67.1	62.4	83.3	72.1	70.0	62.5	68.3	65.9	69.5	56.1
4% and Over	74.4	70.5	88.6	77.3	78.0	68.0	75.2	74.8	80.3	62.6
3% and Over	78.2	74.6	90.8	82.2	81.3	71.9	79.6	78.0	85.6	68.1
2% and Over	82.1	78.8	93.1	86.2	85.7	75.2	83.7	83.0	88.6	73.0
1% and Over	85.8	83.3	94.4	88.6	91.1	77.4	86.9	86.6	91.5	79.3
Below 1%	14.2	16.7	5.6	11.4	8.9	22.6	13.1	13.4	8.5	20.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 2,532 institutions reporting comparable data both years.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 3

Percentage Increases in Salary for Faculty on Staff for Both 1981–82 and 1982–83, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Categories: I	IIA	IIB	IIC	III	IV
PUBLIC							
Professor	6.6	6.8	5.8	7.3	8.7	6.8	-
Associate	7.1	7.3	6.5	6.7	9.5	7.5	-
Assistant	7.6	8.1	6.9	6.6	10.0	7.9	-
Instructor	7.8	7.7	7.0	7.2	8.4	8.9	-
All Ranks	7.1	7.2	6.4	6.9	9.3	7.7	7.3
PRIVATE INDEPENDENT							
Professor	9.7	9.6	9.8	9.6	10.6	6.0	-
Associate	10.0	10.4	9.7	10.1	9.7	6.6	-
Assistant	10.9	11.4	10.1	11.1	10.1	7.1	-
Instructor	9.9	11.8	9.9	9.7	8.4	7.7	-
All Ranks	10.0	10.1	9.8	10.1	10.0	6.9	9.1
CHURCH-RELATED							
Professor	8.9	9.7	9.6	8.2	8.1	7.1	-
Associate	9.2	10.5	9.3	8.5	8.5	7.0	-
Assistant	9.6	10.9	10.4	8.8	8.6	8.0	-
Instructor	9.2	11.9	9.7	8.6	10.2	6.1	-
All Ranks	9.2	10.4	9.7	8.5	8.4	7.2	8.0
ALL COMBINED							
Professor	7.5	7.5	6.8	8.5	9.5	6.8	-
Associate	7.8	8.0	7.3	8.4	9.5	7.5	-
Assistant	8.5	8.9	7.8	8.8	9.9	7.9	-
Instructor	8.3	8.5	7.6	8.4	8.0	8.8	-
All Ranks	7.9	7.9	7.3	8.5	9.5	7.7	7.3

[1]Sample includes 1,,281 institutions reporting data for continuing faculty.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Percentage of Institutions with Specific Increases in Salary for Continuing Faculty and Percentage of Faculty Members Teaching in These Institutions, 1981–82 to 1982–83[1] (Percentages Cumulated Downward)

Percentage Increase	All Combined	Public	Private Independent	Church-Related	Categories: I	IIA	IIB	IIC	III	IV
				INSTITUTIONS						
15% and Over	4.2	2.7	7.0	3.9	3.2	3.9	4.9	7.4	1.4	3.9
14% and Over	6.3	3.9	10.0	6.8	6.6	6.3	7.0	8.9	2.5	4.5
13% and Over	9.6	5.7	14.9	10.9	10.0	9.7	10.9	13.5	3.2	8.8
12% and Over	14.4	9.1	22.4	15.5	16.9	13.7	15.6	18.5	7.7	12.7
11% and Over	20.5	12.8	32.4	21.7	24.8	19.6	22.1	24.6	11.6	18.2
10% and Over	30.4	20.1	46.1	32.3	36.0	27.5	33.8	33.8	19.1	26.0
9% and Over	42.6	30.8	60.0	45.6	48.1	39.7	46.8	45.5	30.0	37.0
8% and Over	56.5	45.8	71.7	59.7	61.3	55.0	58.7	58.2	48.0	50.3
7% and Over	67.9	59.5	80.6	69.6	75.9	66.5	68.4	66.2	63.4	56.9
6% and Over	75.8	70.0	85.2	76.6	80.9	76.8	75.2	73.2	73.8	67.3
5% and Over	82.7	77.1	89.9	85.2	83.8	82.9	83.0	80.6	82.1	72.4
4% and Over	86.3	81.6	91.8	88.6	87.5	85.3	85.8	85.2	88.6	80.1
3% and Over	88.5	84.2	94.4	90.2	90.2	86.7	88.0	90.2	90.5	82.3
2% and Over	90.6	87.2	95.5	91.8	92.7	88.1	90.1	91.7	93.6	85.6
1% and Over	92.2	89.3	96.3	93.3	95.2	90.4	91.4	93.5	94.3	90.1
Below 1%	7.8	10.7	3.7	6.7	4.8	9.6	8.6	6.5	5.7	9.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
				FACULTY MEMBERS						
15% and Over	3.0	2.1	5.1	4.6	1.6	3.3	5.1	7.4	2.7	1.9
14% and Over	5.2	3.4	9.9	7.6	4.1	4.8	7.1	12.7	3.8	3.5
13% and Over	7.8	5.0	14.9	13.1	6.4	7.3	11.2	18.8	4.1	9.4
12% and Over	12.5	8.1	25.4	18.0	12.3	10.3	15.6	23.3	7.4	11.3
11% and Over	17.9	10.7	40.0	25.2	17.9	14.5	22.6	29.4	11.0	15.3
10% and Over	26.8	16.8	54.7	40.8	26.9	20.2	35.5	37.0	20.3	22.2
9% and Over	39.1	28.0	69.9	55.4	39.8	30.5	48.4	50.5	33.0	32.0
8% and Over	55.8	44.0	79.7	70.1	54.6	44.6	59.8	66.6	51.0	48.0
7% and Over	68.5	61.1	88.9	79.3	73.5	54.9	69.6	74.0	67.5	55.2
6% and Over	76.5	71.2	91.6	83.7	79.0	77.4	77.4	78.6	68.4	68.4
5% and Over	81.9	76.9	94.9	90.0	82.7	72.1	83.9	82.0	86.5	72.9
4% and Over	85.9	81.9	95.8	93.0	87.6	74.7	86.8	87.5	91.5	79.9
3% and Over	88.5	85.0	98.0	94.2	91.0	76.3	89.0	93.5	93.1	83.8
2% and Over	91.1	88.3	98.4	94.9	93.6	79.0	90.6	95.4	95.8	86.9
1% and Over	93.2	91.2	98.7	95.8	95.8	82.1	91.6	96.1	96.4	91.1
Below 1%	6.8	8.8	1.3	4.2	4.2	17.9	8.4	3.9	3.6	8.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,281 institutions reporting data for continuing faculty.

TABLE 5

Weighted Average Salary and Average Compensation, by Category, Type of Affiliation, and Academic Rank, 1982–83[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	39,380	38,180	43,950	38,710	46,890	45,260	53,080	46,070
Associate	28,700	28,310	30,440	29,290	34,370	33,830	36,730	35,150
Assistant	23,440	23,170	24,530	23,690	28,060	27,750	29,320	28,010
Instructor	18,060	17,550	19,970	19,880	21,490	20,900	23,720	23,510
Lecturer	20,500	20,420	21,090	19,360	25,210	25,300	25,190	22,850
All Ranks	31,010	30,260	34,350	29,840	37,030	36,060	41,380	35,540
CATEGORY IIA								
Professor	33,480	33,490	33,750	32,890	40,110	40,140	40,610	38,920
Associate	26,720	26,770	26,800	26,080	32,050	32,130	33,120	31,190
Assistant	21,910	22,040	21,590	21,380	26,140	26,350	25,510	25,380
Instructor	17,580	17,660	17,230	17,350	20,830	21,000	20,090	20,390
Lecturer	18,540	18,010	20,220	21,890	22,460	21,980	23,760	26,100
All Ranks	26,790	26,940	26,440	25,800	32,050	32,280	31,570	30,660
CATEGORY IIB								
Professor	29,320	30,770	32,410	26,130	35,080	36,340	39,380	31,130
Associate	23,580	25,530	24,370	21,710	28,110	30,430	29,340	25,720
Assistant	19,650	21,550	19,900	18,220	23,160	25,520	23,630	21,300
Instructor	16,720	18,240	16,940	15,580	19,440	21,570	19,670	17,890
Lecturer	18,610	18,610	21,020	15,050	22,070	22,130	25,190	17,150
All Ranks	22,890	24,490	24,340	20,860	27,170	29,030	29,220	24,600
CATEGORY IIC								
Professor	32,380	37,970	33,260	23,330	38,460	43,890	39,880	28,780
Associate	26,280	29,530	25,880	20,180	31,050	34,380	30,920	24,100
Assistant	21,960	24,620	21,400	17,690	25,940	29,230	25,220	20,700
Instructor	17,170	19,070	17,120	14,740	20,410	22,810	20,400	17,120
Lecturer	18,700	22,160	13,560	*	22,690	27,610	15,480	*
All Ranks	25,840	29,780	25,150	20,290	30,610	34,820	29,980	24,440
CATEGORY III								
Professor	30,080	30,480	22,690	19,750	36,200	36,710	27,040	23,130
Associate	25,560	25,840	20,640	18,720	30,620	30,950	24,810	22,170
Assistant	21,490	21,840	17,130	16,920	25,750	26,210	20,160	19,610
Instructor	18,270	18,880	13,500	13,540	21,860	22,650	15,740	15,680
Lecturer	15,600	16,010	*	–	18,770	19,220	*	–
All Ranks	23,700	24,190	17,290	16,730	28,420	29,040	20,460	19,500
CATEGORY IV								
No Rank	24,340	24,960	15,810	15,040	28,580	29,320	18,340	17,490
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	35,470	35,520	38,540	29,060	42,350	42,230	46,530	34,650
Associate	26,840	27,260	27,320	23,680	32,120	32,610	32,860	28,100
Assistant	21,950	22,460	21,950	19,740	26,170	26,860	26,070	22,880
Instructor	17,640	18,100	17,190	15,960	20,900	21,580	20,190	18,440
Lecturer	19,700	19,580	20,380	19,140	24,050	24,100	24,220	22,530
All Ranks	27,430	27,860	28,680	22,950	32,760	32,260	34,420	27,190

[1]Sample includes 2,584 institutions.

*Too few individuals to warrant publication or to be meaningful.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Weighted Average Salary for Men and Women Faculty, by Category, Type of Affiliation, and Academic Rank, 1982–83[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		WOMEN				MEN		
CATEGORY I								
Professor	35,670	34,910	38,540	35,640	39,640	38,410	44,310	38,980
Associate	27,250	26,880	28,900	27,310	29,030	28,620	30,810	29,800
Assistant	22,180	21,900	23,310	22,500	24,010	23,740	25,040	24,390
Instructor	17,290	16,960	18,840	18,540	18,920	18,260	20,860	21,480
Lecturer	18,990	18,910	19,210	18,210	21,810	21,670	22,630	20,750
CATEGORY IIA								
Professor	32,010	32,300	31,040	29,800	33,700	33,670	34,140	33,270
Associate	25,540	25,750	25,100	24,250	27,040	27,060	27,270	26,560
Assistant	21,070	21,270	20,480	20,270	22,430	22,510	22,290	21,950
Instructor	17,070	17,210	16,490	16,700	18,170	18,190	18,080	18,080
Lecturer	17,180	16,890	17,770	19,960	19,640	18,930	21,770	23,700
CATEGORY IIB								
Professor	28,070	29,650	31,370	24,310	29,500	30,920	32,560	26,340
Associate	22,490	24,700	23,400	20,450	23,920	25,770	24,720	22,050
Assistant	18,940	20,950	19,330	17,560	20,110	21,870	20,310	18,650
Instructor	16,070	17,610	15,860	15,210	17,380	18,850	17,870	15,960
Lecturer	17,580	17,510	19,610	13,820	19,730	19,600	23,480	16,120
CATEGORY IIC								
Professor	28,180	31,850	28,570	21,940	34,100	37,990	34,240	23,480
Associate	23,980	26,430	23,910	20,270	27,400	30,220	26,440	20,680
Assistant	20,490	22,500	20,120	17,450	22,960	25,680	22,020	18,190
Instructor	16,510	17,660	16,900	14,240	17,880	20,830	17,410	16,650
Lecturer	17,500	19,770	13,920	–	20,520	24,280	14,630	x
CATEGORY III								
Professor	29,280	29,660	21,240	18,300	30,440	30,760	23,580	20,460
Associate	25,070	25,310	19,840	19,420	25,880	26,110	21,520	18,610
Assistant	21,070	21,400	16,850	16,430	21,860	22,150	17,630	16,670
Instructor	17,670	18,300	13,000	13,700	19,040	19,450	14,620	13,430
Lecturer	14,650	15,240	x	–	17,220	17,220	x	–
CATEGORY IV								
No Rank	22,890	23,450	14,900	13,820	25,340	25,860	17,010	16,230
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	32,010	32,460	33,300	26,530	35,960	35,860	39,220	29,800
Associate	25,470	25,990	25,670	22,150	27,270	27,600	27,870	24,270
Assistant	20,940	21,510	20,780	18,580	22,550	22,970	22,660	20,100
Instructor	17,030	17,510	16,310	15,490	18,340	18,730	18,130	16,580
Lecturer	18,260	18,240	18,530	17,770	20,970	20,760	22,040	20,730

[1]Sample includes 2,569 providing data by sex.

xToo few individuals to warrant publication or to be meaningful.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1982–83

(NEW DEFINITION OF CATEGORIES)

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile:	95	80	60	40	20	95	80	60	40	20
			SALARY					COMPENSATION		
CATEGORY I										
Professor	47,310	42,630	40,340	37,500	34,510	57,900	52,140	47,980	44,300	40,450
Associate	32,960	30,740	29,260	28,060	26,600	40,450	37,200	35,700	34,200	31,400
Assistant	26,210	24,640	23,650	23,010	21,890	31,790	29,700	28,710	27,480	25,850
Instructor	22,970	20,420	19,180	17,820	16,870	27,270	24,430	22,740	21,550	19,740
CATEGORY IIA										
Professor	38,580	35,430	33,610	31,000	28,320	47,010	43,370	39,730	36,370	33,150
Associate	29,930	28,520	26,920	25,620	23,810	36,710	34,890	32,530	30,150	27,630
Assistant	24,640	23,230	22,130	21,010	19,820	29,880	28,210	26,630	24,920	23,100
Instructor	21,550	19,500	18,360	17,200	16,080	25,930	23,830	22,080	20,310	18,540
CATEGORY IIB										
Professor	35,990	31,010	27,580	24,820	21,990	44,560	37,300	32,490	29,250	25,620
Associate	28,370	25,490	22,970	21,040	18,850	34,770	30,590	27,120	24,660	21,890
Assistant	23,080	20,920	19,250	17,930	16,340	27,890	24,930	22,700	20,740	18,800
Instructor	20,390	18,030	16,650	15,550	14,050	24,300	21,310	19,390	17,810	16,130
CATEGORY IIC										
Professor	43,940	35,070	29,060	24,170	20,160	50,990	42,700	34,920	29,240	24,310
Associate	32,790	28,330	24,360	21,070	17,920	40,040	34,280	28,970	25,130	21,350
Assistant	27,920	23,610	21,060	18,290	16,010	32,970	28,420	24,930	22,110	18,660
Instructor	24,860	19,980	17,130	15,170	13,060	28,060	22,600	20,320	17,310	14,920
CATEGORY III										
Professor	35,420	32,210	28,890	26,650	23,750	43,600	39,100	34,910	30,720	28,100
Associate	30,460	27,020	24,620	22,990	21,260	37,030	33,060	29,810	26,740	24,610
Assistant	25,560	22,650	21,090	19,830	17,840	31,810	27,870	25,280	23,110	21,350
Instructor	22,290	19,200	17,690	16,420	14,920	27,590	23,610	21,330	19,530	17,690
CATEGORY IV										
No Rank	31,850	26,630	22,400	19,080	16,140	37,600	32,120	26,360	22,540	19,090

[1]Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. Average Salary and/or Average Compensation lower than the 20th percentile will be rated 5. Interpretation of the data: An average salary of $41,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $40,340 but less than $42,630, which is the average salary required for a rating of 1 or the salary level of the 80th percentile.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 8

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1982–83

(FORMER DEFINITION OF CATEGORIES)

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile:	95	80	60	40	20	95	80	60	40	20
			SALARY					COMPENSATION		
CATEGORY I										
Professor	47,250	42,200	39,300	36,780	33,840	56,530	51,160	47,010	43,140	39,480
Associate	32,630	30,470	29,010	27,760	26,410	40,040	37,070	35,200	33,370	30,730
Assistant	26,410	24,570	23,530	22,760	21,720	31,790	29,660	28,590	27,190	25,590
Instructor	23,180	20,360	19,000	17,770	16,630	27,970	24,240	22,630	21,280	19,400
CATEGORY IIA										
Professor	39,170	35,180	31,940	29,380	25,580	47,840	42,960	38,350	34,610	29,990
Associate	30,750	28,180	26,460	24,610	21,970	37,030	34,640	31,640	29,020	25,900
Assistant	25,530	23,180	21,910	20,570	18,770	30,490	28,300	26,310	24,300	21,970
Instructor	21,790	19,590	18,210	16,910	15,620	26,610	23,720	21,850	19,950	17,890
CATEGORY IIB										
Professor	36,610	30,590	27,160	24,290	21,060	44,860	36,430	31,780	28,450	24,900
Associate	28,370	25,050	22,620	20,640	18,360	34,980	29,910	26,620	24,030	21,410
Assistant	23,010	20,830	19,080	17,600	16,080	27,520	24,690	22,420	20,420	18,500
Instructor	20,480	17,840	16,490	15,170	13,760	24,510	20,970	19,100	17,550	15,700
CATEGORY III										
Professor	35,180	32,240	28,730	26,690	23,750	43,500	39,100	34,510	30,720	28,230
Associate	30,390	27,110	24,770	23,010	21,080	36,910	33,140	29,950	26,720	24,600
Assistant	25,550	22,650	21,130	19,910	17,840	31,280	27,870	25,290	23,170	21,350
Instructor	22,290	19,280	17,720	16,450	15,060	27,590	23,630	21,490	19,550	17,760
CATEGORY IV										
No Rank	31,810	26,360	22,190	18,810	15,980	37,510	31,670	25,850	22,130	18,710

[1]For interpretation of the ratings, see footnote 1 to Table 7.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Type of Affiliation, Academic Rank, and Sex, 1982–83[1]

Academic Rank	All Combined			Public			Private Independent			Church-Related		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
						CATEGORY I						
Professor	97	97	95	97	97	94	96	97	94	96	96	96
Associate	85	85	85	88	88	88	71	71	71	87	87	87
Assistant	14	12	18	16	14	20	6	5	7	18	16	21
Instructor	5	4	5	6	5	6	1	2	1	6	7	6
All Ranks	68	73	47	70	75	49	62	67	38	66	71	48
						CATEGORY IIA						
Professor	95	95	95	96	95	96	91	91	92	93	93	92
Associate	81	81	81	82	82	83	72	73	71	79	79	77
Assistant	34	33	35	38	36	40	20	21	19	25	25	23
Instructor	11	12	10	12	13	11	7	8	6	5	6	4
All Ranks	67	71	53	69	74	56	57	63	41	60	65	44
						CATEGORY IIB						
Professor	94	94	93	96	96	96	96	95	98	91	92	86
Associate	78	78	77	83	83	84	79	79	78	74	74	72
Assistant	25	25	26	39	38	41	15	15	16	22	21	22
Instructor	5	6	4	9	8	10	6	10	2	2	2	1
All Ranks	56	62	42	63	67	52	54	61	39	52	59	37
						CATEGORY IIC						
Professor	90	90	88	94	94	93	86	86	82	89	89	94
Associate	69	68	73	79	78	85	64	63	67	54	51	64
Assistant	17	17	16	19	21	16	11	11	13	20	18	22
Instructor	17	24	10	6	8	4	30	35	21	3	4	2
All Ranks	56	61	39	60	66	38	53	57	41	54	60	36
						CATEGORY III						
Professor	95	96	94	96	96	94	93	91	97	81	83	76
Associate	88	89	86	89	89	87	74	75	72	71	73	67
Assistant	58	59	56	59	61	57	31	26	34	36	34	39
Instructor	24	27	22	25	28	22	13	10	16	14	13	14
All Ranks	68	72	60	69	73	61	44	49	39	45	51	37
						CATEGORY IV						
No Rank	81	84	75	82	85	76	56	61	46	53	57	47
						ALL CATEGORIES EXCEPT IV						
Professor	96	96	95	96	97	95	94	95	94	92	92	91
Associate	82	82	81	85	85	85	72	73	72	76	76	74
Assistant	24	22	26	28	26	31	13	12	14	22	21	22
Instructor	8	9	7	9		9	8	11	5	3	3	2
All Ranks	65	70	48	69	73	52	58	64	40	56	62	40

[1]Sample includes 1,970 institutions providing this information.

TABLE 10

Percentage of Faculty Members within Ranks, Average Salary, Average Fringe Benefits, Average Compensation, and Fringe Benefits as a Percentage of Average Salary and Average Compensation, by Rank and for All Ranks Combined, 1982–83

Academic Rank	Percentage of Faculty	Average: Salary	Average: Benefits	Average: Compensation	Fringe Benefits as % of Average: Salary	Fringe Benefits as % of Average: Compensation
I. Institutions with Professorial Ranks (1,901)						
Professor	33.0	35,470	6,880	42,350	19.4	16.2
Associate Professor	29.0	26,840	5,280	32,120	19.7	16.4
Assistant Professor	27.9	21,950	4,220	26,170	19.2	16.1
Instructor	8.5	17,640	3,260	20,900	18.5	15.6
Lecturer	1.6	19,700	4,350	24,050	22.1	18.1
All Ranks	100.0	27,430	5,330	32,760	19.4	16.3
II. Institutions without Professorial Ranks (678)						
No Rank		24,340	4,240	28,580	17.4	14.8

TABLE 11

Number of Institutions Included in This Report, by Category and Type of Affiliation, 1982–83[1]

Category	I	IIA	IIB	IIC	III	IV	TOTAL
Public	105	239	136	41	323	533	1,377
Private Independent	48	81	180	128	52	100	589
Church-Related	12	50	362	114	30	45	613
All Combined	165	370	678	283	405	678	2,579

[1]The tabulations in this report are based on information obtained from the National Center for Education Statistics and derived from the HEGIS (NCES Form 2300-3), and data submitted directly to AAUP (Form MEA-17) for the salary increases for continuing faculty. The tape purchased from NCES included 2,788 institutions of which 182 had to be deleted because data were imputed or institutions did not report salary information or instructional staff solely composed of part-time faculty, contributed services, contracts other than 9- or 11-month contracts, etc. The number of institutions in this table does not include the 71 medical schools for which data were obtained from the Association of American Medical Colleges, which was authorized by these institutions to release this information for the purpose of this survey.

TABLE 12

Number of Faculty Members, Average Salary, and Average Compensation for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1982–83[1] (Data on 12-Month Basis)

Academic Rank	ALL COMBINED: No. of Faculty	ALL COMBINED: Average: Salary	ALL COMBINED: Average: Comp.	PUBLIC: No. of Faculty	PUBLIC: Average: Salary	PUBLIC: Average: Comp.	PRIVATE: No. of Faculty	PRIVATE: Average: Salary	PRIVATE: Average: Comp.
Professor	1,603	51,420	61,140	995	49,110	58,300	608	55,190	65,800
Associate Professor	1,604	38,840	46,140	1,127	38,480	45,510	477	39,690	47,610
Assistant Professor	1,551	30,050	36,940	993	30,700	36,230	558	31,750	38,200
Instructor	851	27,640	31,220	741	28,440	31,860	110	22,280	26,930
All Ranks	5,609	38,590	45,620	3,856	37,290	43,800	1,753	41,450	49,620

[1]Sample includes 25 private and 46 public medical schools. Figures have been rounded to nearest $10.

ADDITIONAL TABLES AVAILABLE

Readers will note that the listing of data by institutions in Appendix I of this report contains sufficient information from which to prepare many useful analyses. Comparisons of average salary, average compensation, salary increases for continuing faculty, tenure status, fringe benefits, and number of men and women faculty by rank can be made from these data.

As in the past, we shall continue through Maryse Eymonerie Associates, which is under contract to gather the data and prepare the statistical analyses for this report, to make it possible for anyone to order additional tables and/or special tabulations. The following tables can now be ordered directly from Maryse Eymonerie Associates, P.O. Box 520, McLean, Virginia 22101. Prepaid order only. Check should be made payable to: MEA

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Description		*How many?*	*Price*
Table A	Consumer Price Index on Academic-Year Basis, 1971–72 through 1982–83 (1967 = 100)	_____	$3.00
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Table C	Same as Table B, but for compensation	_____	3.00
Table D	Deciles of the Distributions of Institutions, by Average Salary, 1982–83 (New Definition of Categories)	_____	3.00
Table E	Same as Table D, but for compensation	_____	3.00
Table F	Same as Table D, but using former definition of categories	_____	3.00
Table G	Same as Table F, but for compensation	_____	3.00
Table H	Average Salary and Average Compensation for the Big Ten Institutions, 1972–73 through 1982–83	_____	5.00
Table I	Salary Ranking of Major Public Universities in Alphabetical Order, 1982–83	_____	3.00
Table J	Average Salary for Public Category IIA Insts., by State and Academic Rank, 1982–83	_____	4.00
Table K	Same as Table J, but for Public Category IIB institutions	_____	4.00
Table L	Same as Table J, but for Public Categories III and IV institutions	_____	4.00
Table M	Consumer Price Index in 25 Major Cities (Data on Academic-Year Basis)	_____	3.00
Table N	Weighted Average Salary and Average Compensation, by Category, Type of Affiliation, and Academic Rank, 1982–83 (Using Former Definition of Categories)	_____	3.00
Table MEA—Comparison of Average Salary and Average Compensation of a Specific Institution with Those of Comparable Institutions in the U.S., the Region, and the State, by Rank and for All Ranks, 1982–83		_____	30.00
Table MEA/G—Same as Table MEA plus one group of 10 to 15 selected institutions		_____	50.00

The institutions which should be included in the "selected group" for Table MEA/G are: (Please list the 10 to 15 institutions including their location)

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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the Instructional/Research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarians, registrar, coach, etc., even though they may devote part of their time to classroom instruction and have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year (or nine-month) basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in Appendix I of this report.

Fringe Benefits. In general, fringe benefits include only those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 6.7 percent of the first $32,400 of salary has been used in calculating these payments. The new rate effective January 1, 1983, is 6.7 percent of the first $35,700 of salary), (2) retirement contributions to the extent that these become vested in the faculty members within five or fewer years of service, (3) life insurance, (4) hospital, medical, and dental insurance, (5) disability income protection, (6) workmen's compensation, (7) unemployment compensation, (8) tuition payments or subsidies only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made for study elsewhere per student multiplied by the number of faculty children attending college elsewhere or at the institution), (9) housing allowance, including differential on mortgage rates only if an equivalent cash benefit is available to all faculty members who may prefer to live in housing other than that provided by the institution. Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's contribution to fringe benefits.

Ratings of Average Salary and Average Compensation. These ratings are based on the actual distribution of average salaries and average compensations for comparable institutions. For definition of "comparable" institution, see definition of Categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition given here is similar to that of the National Center for Education Statistics (NCES). The roman numerals are used for the purpose of the AAUP study and the NCES identification is given in parentheses.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that are not considered specialized schools (see Category IIC below) and which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs at the doctoral level.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category IIC (Specialized Institutions). These are baccalaureate, or post-baccalaureate institutions that are characterized by a programmatic emphasis in one area (plus closely related specialties), such as business or engineering. The programmatic emphasis is measured by the percentage of degrees granted in the program area. An institution granting over 60 percent of its degrees in one program area *and* granting degrees in fewer than five baccalaureate program areas is considered to be a specialized institution.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. These institutions do not utilize the standard academic ranks. With the exception of a few liberal arts institutions, the majority of these are two-year colleges.

Definition of data presented in Appendix I:

Col. (1) Institution's Category—Category I includes doctoral-level institutions; Category IIA includes comprehensive institutions; Category IIB includes general baccalaureate institutions; Category IIC includes specialized institutions; Category III includes two-year institutions with academic ranks; and Category IV includes institutions without academic ranks. The definition of Categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95% or above, 1 = 80% to 94.9%, 2 = 60% to 79.9%, 3 = 40% to 59.9%, 4 = 20% to 39.9%). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 23.3 would stand for an average salary between 23,250 and 23,349. The All Ranks figure includes the rank of lecturer which is not published here.

Col. (4) Rating of Average Compensation—Each rating represents the percentile interval in which the institution's average compensation lies. See Col. (2) for method used to assign rating.

Col. (5) Average Compensation by Rank and for All Ranks—This figure includes the average salary plus the average fringe benefits. This figure has also been rounded to the nearest hundred dollars. The All Ranks average includes the rank of lecturer.

Col. (6) Fringe Benefits as a Percentage of Average Salary—This percentage represents the overall average fringe benefits as a percentage of overall average salary (i.e., all ranks combined including that of lecturer).

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1982–83. This figure represents an increase in salary for *individuals* as opposed to a change in salary level for a given rank. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1981–82. Therefore, the increase shown is that of individuals in a given rank during academic year 1981–82.

Col. (9) Number of Full-time Faculty by Rank and by Sex. This number represents the total number of full-time faculty in a given rank, even though the average salary and/or compensation may be computed using a smaller number of individuals because of the deletion of salaries by NCES in cell(s) with fewer than three individuals.

Col. (10) Average Salary by Rank and by Sex.

Cautionary Notes

As stated in Col. (1) above, Category IV institutions do not use the standard academic ranks. For the purpose of the listing in Appendix I, however, the data are shown under the rank labelled "IN" which is that of Instructor.

With the exception of data shown in Col. (9), data are not given when the number of men and/or women is fewer than six. This policy was adopted in an effort to protect the confidentiality of individual salaries and/or compensation and also because an average with so few individuals would be meaningless for comparison purposes. In such cases, dashes (----) will appear in the affected columns.

The data presented in Appendix I, with the exception of salary increases for continuing faculty (Col. 8), were obtained from the National Center for Education Statistics and submitted on NCES Form 2300-3 for the Higher Education General Information Survey (HEGIS XVII). It must be pointed out that the NCES does not release salary and/or fringe benefits information for any given rank with fewer than three individuals. As stated in Col. (9), while the number of individuals shown in that column includes the total number of faculty members, the average salary and/or compensation have been computed using *only* the number of persons for whom the information was released. Average salaries and average compensations are also likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired.

In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. For these institutions, the deletion of compensation data by NCES (i.e., when the number of individuals in a cell is fewer than three) will also have an effect on the average shown. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these peripheral influences in mind. It was announced in the 1981–82 annual report that a change in institutional classification would take place and be implemented starting with the 1982–83 academic year (see page 27, *Academe*, July–August, 1982). During this transition period, we felt that it would be useful to provide below the definition of the categories used in previous years:

Category I—Institutions which offer the doctorate degree and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Category IIA—Institutions awarding degrees above the baccalaureate, but not included in Category I.

Category IIB—Institutions awarding only the baccalaureate or equivalent degrees.

Category III—Two-year institutions with academic ranks.

Category IV—Institutions without academic ranks. With the exception of a few liberal arts institutions, this category includes mostly two-year colleges.

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ALABAMA																				
ALABAMA A & M UNIVERSITY		IIa	5	5	5	5	23.8	21.2	18.3	13.8	19.7	5	5	5	5	26.4	23.5	20.3	15.3	21.8
ALABAMA CHRISTIAN COLLEGE		III	5		5	5	19.8	----	15.0	13.8	16.1	5		5	5	22.3	----	17.3	15.8	18.4
ALABAMA STATE UNIVERSITY		IIA	5		4	3	26.5	24.2	20.3	17.2	21.4	5	5	5	4	28.8	26.3	22.1	18.8	23.3
ALEXANDER CITY STATE JC		IV				3				21.3	21.3				3				23.2	23.2
ATHENS STATE COLLEGE		IIB	2	1	1		28.8	26.5	21.8		25.1	3	2	2		31.0	28.5	23.6		27.1
AUBURN U MAIN CAMPUS		I	4	4	4	5	34.7	27.1	22.7	16.5	26.7	5	5	5	5	38.1	30.0	25.4	18.5	29.6
AUBURN U AT MONTGOMERY		IIA	5	4	5	5	27.1	23.9	18.9	15.6	20.2	5	5	5	5	30.1	26.5	20.9	17.3	22.4
BREWER STATE JR COLLEGE		IV				3				21.2	21.2				3				23.0	23.0
CHATTAHOOCHEE VALLEY CC		IV				3				22.1	22.1				3				24.1	24.1
CONCORDIA COLLEGE		IV				5				12.5	12.5				5				15.6	15.6
ENTERPRISE ST JR COLLEGE		IV				3				22.1	22.1				3				24.1	24.1
FAULKNER STATE JR COLLEGE		IV				2				22.4	22.4				3				24.3	24.3
GADSDEN STATE JR COLLEGE	1	IV				3				21.3	21.3				3				23.1	23.1
GEO C WALLACE ST CC-DOTHN		IV				3				21.9	21.9				3				23.8	23.8
GEO C WALLACE ST CC-SELMA		IV				3				21.4	21.4				3				23.3	23.3
HUNTINGDON COLLEGE		IIB	4	4	4		22.3	20.3	17.2		19.6	4	4	4		26.8	24.2	19.5		23.0
JACKSONVL ST UNIVERSITY		IIA	4	2	2	1	28.3	27.4	22.5	19.5	24.1	4	2	2	1	34.5	33.5	27.9	24.3	29.7
JEFFERSON DAVIS STATE JC		IV				3				20.5	20.5				4				22.3	22.3
JEFFERSON ST JR COLLEGE		IV				2				23.0	23.0				3				24.9	24.9
JOHN C CALHOUN ST CC		IV				3				21.7	21.7				3				23.7	23.7
JUDSON COLLEGE		IIB			3		----		18.0		19.9			3		----		20.9		23.4
LAWSON STATE COMM COLL		IV				3				21.9	21.9				3				24.1	24.1
LIVINGSTON UNIVERSITY	3	IIB	4	5	5	5	22.1	17.8	15.4	12.7	17.3	5	5	5	5	24.1	19.5	17.5	13.9	19.2
LURLEEN B WALLACE ST JC		IV				3				20.7	20.7				3				22.5	22.5
MOBILE COLLEGE		IIC	5		5	4	18.2	----	15.6	14.0	15.5	5		4	4	21.8	----	18.7	16.8	18.7
NTHEST ALA ST JR COLLEGE		IV				3				21.1	21.1				3				22.9	22.9
NTHWST ALA ST JR COLLEGE		IV				3				21.7	21.7				3				23.5	23.5
OAKWOOD COLLEGE		IIB	5	5	5		16.9	15.4	15.0	----	15.4	5	5	5		18.6	17.1	16.6	----	17.0
PATRICK HENRY STATE JC		IV				3				19.3	19.3				4				21.0	21.0
S D BISHOP ST JR COLLEGE		IV				3				20.6	20.6				3				22.5	22.5
SELMA UNIVERSITY		III			5		----		7.4	----	10.1			5		----		8.4	----	11.1
SHELTON ST CMTY COLLEGE		IV				2				24.0	24.0				3				25.9	25.9
SNEAD STATE JR COLLEGE		IV				3				21.8	21.8				3				23.7	23.7
STHESTN BIBLE COLLEGE		IV				5				11.1	11.1				5				12.1	12.1
STHN UNION ST JR COLLEGE		IV				3				20.8	20.8				3				22.7	22.7
SPRING HILL COLLEGE	LFO	IIB	3	3	3	4	26.6	21.2	18.8	14.6	20.2	3	3	3	4	31.9	25.7	21.7	16.9	23.8
STILLMAN COLLEGE		IIB		5	5	5	----	16.1	15.4	13.1	15.6		5	5	5	----	18.1	17.3	14.8	17.5
TROY STATE U MAIN CAMPUS		IIA	5	5	4	4	26.7	22.2	20.2	16.2	20.9	5	5	4	4	32.0	26.2	23.7	18.7	24.6
TROY ST U DOTHN-FT RUCKER		IIA			3				21.4		21.4			3				25.1		25.1
TROY STATE U MONTGOMERY		IIA			5		----	----	19.6		20.5			4		----	----	23.4		24.6
TUSKEGEE INSTITUTE		IIA	5	5	5	4	27.6	22.6	19.5	16.4	19.9	5	5	5	4	31.4	26.0	22.4	18.7	22.8
UNIVERSITY OF ALABAMA		I	4	5	4	5	35.6	26.4	21.8	15.8	27.5	4	5	5	5	40.6	30.5	25.3	18.5	31.6
U ALABAMA IN BIRMINGHAM		I	4	4	5	3	35.1	26.9	20.9	18.0	26.2	4	4	5	3	40.7	31.6	24.8	21.6	30.8
U ALABAMA IN HUNTSVILLE	2	IIA	2	3	4	5	34.1	26.0	20.8	15.7	24.1	3	4	4	5	38.8	29.8	23.9	18.1	27.7
UNIVERSITY OF MONTEVALLO		IIA	5	5	4	5	27.1	23.2	20.6	14.7	22.8	5	4	3	5	32.7	28.0	24.9	17.7	27.6
U OF NORTH ALABAMA	4	IIA	3	3	3	3	31.9	26.0	21.9	17.9	24.9	3	3	3	3	37.2	30.6	25.8	21.3	29.2
U OF SOUTH ALABAMA	1	IIA	4	4	3	2	30.2	24.3	21.3	18.3	24.2	4	5	4	3	33.5	26.7	23.7	20.4	26.9
WALKER COLLEGE		IV				4				18.8	18.8				4				20.9	20.9
WALLACE ST CC-HNCV		IV				3				20.2	20.2				4				21.9	21.9
ALASKA																				
ALASKA PACIFIC UNIVERSITY		IIC						----	----		25.5						----	----		28.8
UNIV ALASKA ANCHORGE COM COL		IV				1*				40.2	40.2				1*				44.7	44.7
UNIV ALASKA ANCHORAGE		IIA	1*	1*	1*	1*	53.7	40.9	33.7	28.8	40.1	1*	1*	1*	1*	58.5	45.4	38.0	32.9	44.6
UNIV ALASKA FAIRBANKS		IIA	1*	1*	1*	1*	56.8	46.3	37.6	32.0	44.5	1*	1*	1*	1*	61.5	50.9	42.1	36.1	49.1
UNIV ALASKA JUNEAU		IIB		1*	1*		----	42.7	35.0	----	38.2		1*	1*		----	47.4	39.3	----	42.7
UNIV ALASKA KENAI PEN COM C		IV				1*				39.4	39.4				1*				43.9	43.9
UNIV ALASKA KODIAK COM C		IV								-- -	----								----	----
UNIV ALASKA KUSKOKWIM		IV				1*				46.0	46.0				1*				50.6	50.6
UNIV ALASKA MATANUSKA CC		IV				1*				36.3	36.3				1*				40.7	40.7
UNIV ALASKA KETCHIKAN		IV				1*				38.0	38.0				1*				42.4	42.4
UNIV ALASKA SITKA COMM COL		IV								----	----								----	----
UNIV ALASKA NW COMM COLL		IV								----	----								----	----
TANANA VALLEY COMM COLL		IV				1*				40.9	40.9				1*				45.3	45.3
ARIZONA																				
AMER GRAD SCH OF MGMT		IIC	2	2	1		29.9	25.0	24.2	----	25.7	2	2	1		35.3	29.6	28.8	----	30.5
ARIZONA STATE UNIVERSITY		I	3	2	2	3	39.3	29.8	24.1	18.9	31.7	3	3	3	2	45.5	35.1	28.6	22.7	37.2
ARIZONA WESTERN COLLEGE		IV				2				22.4	22.4				2				26.4	26.4
CENTRAL ARIZONA COLLEGE		IV				3				20.9	20.9				3				24.2	24.2
COCHISE COLLEGE		IV				3				21.2	21.2				3				25.2	25.2
COLLEGE OF GANADO		III								----	----								----	----
EASTERN ARIZONA COLLEGE		IV				2				22.5	22.5				2				26.9	26.9
GRAND CANYON COLLEGE		IIB	3	3	4		26.0	22.1	17.9		22.1	3	3	4		30.0	25.8	20.3		25.5
GLENDALE CMTY COLLEGE		IV				1*				31.9	31.9				1*				38.0	38.0
MARICOPA TECH CC		IV				1				31.2	31.2				1				37.2	37.2
MESA COMMUNITY COLLEGE		IV				1*				32.0	32.0				1*				38.1	38.1
PHOENIX COLLEGE		IV				1*				33.0	33.0				1*				39.3	39.3
RIO SALADO COLLEGE		IV								----	----								----	----
SCOTTSDALE CMTY COLLEGE		IV				1				30.6	30.6				1				36.6	36.6
SOUTH MOUNTAIN CMTY C		IV				2				24.4	24.4				2				27.6	27.6
MOHAVE COMMUNITY COLLEGE		IV				3				20.8	20.8				3				24.8	24.8
NAVAJO COMMUNITY COLLEGE		IV				3				19.3	19.3				4				21.1	21.1
NORTHERN ARIZ UNIVERSITY		IIA	1	1	1	2	37.3	29.3	23.5	18.7	28.6	1	1	2	3	44.4	35.1	27.5	22.0	33.9
NORTHLAND PIONEER COLLEGE		IV				3				20.5	20.5				3				24.3	24.3
PIMA COMMUNITY COLLEGE		IV				2				23.9	23.9				2				27.3	27.3
UNIVERSITY OF ARIZONA		I	2	2	2	2	40.4	29.9	24.2	19.9	33.0	3	2	2	2	47.1	35.7	29.2	24.2	39.0
YAVAPAI COLLEGE		IV				2				24.9	24.9				2				29.9	29.9
ARKANSAS																				
ARKANSAS COLLEGE		IIB	4	4	4		23.0	20.7	17.4		20.4	4	3	3		29.1	26.0	22.4		26.0
ARKANSAS STATE U MAIN CAM	1	IIA	4	3	3	3	29.5	25.9	21.5	17.4	23.3	4	3	3	3	35.5	31.2	25.9	21.1	28.1
ARKANSAS STATE U BEEBE BR	1	III			3			----	20.3		20.7			3			----	24.7		25.1
ARKANSAS TECH UNIVERSITY		IIB	3	3	2	2	25.5	22.8	20.6	17.4	22.1	3	2	2	2	30.3	27.2	24.4	20.6	26.2
CENTRAL BAPTIST COLLEGE		IIC	5				17.8			----	16.6	5				21.4			----	20.1
COLLEGE OF THE OZARKS		IIB	5		5		17.9	----	14.2	----	15.6	5		5		22.5	----	17.9	----	19.6
CROWLEY'S RIDGE COLLEGE		IV								----	----								----	----
EAST ARK CMTY COLLEGE		IV				4				17.9	17.9				4				21.5	21.5
GARLAND CO CMTY COLLEGE		IV				4				18.6	18.6				4				22.1	22.1
HARDING U MAIN CAM		IIB	4	3	3	5	24.8	21.2	18.3	15.7	20.9	4	4	3	5	28.3	24.2	20.7	15.3	23.8
HARDING GRAD SCH RELIGION		IIC					----				----					----				----
HENDERSON ST UNIVERSITY		IIA	5	5	5	4	25.7	21.4	18.7	16.7	22.0	5	5	5	3	31.2	26.3	22.8	20.6	26.9
HENDRIX COLLEGE		IIB	2	2	2		28.0	23.5	19.2		23.5	2	2	3		34.4	29.2	22.2		28.6
JOHN BROWN UNIVERSITY		IIB	3	3	1	2	26.5	22.8	21.3	16.8	22.3	3	3	2	2	30.4	26.5	24.8	19.9	25.9
MISS CO CMTY COLLEGE		IV				4				16.7	16.7				4				20.2	20.2
OUACHITA BAPT UNIVERSITY		IIA	5	5	4	4	27.8	21.9	19.9	16.4	22.0	5	5	4	4	32.8	26.2	24.0	19.6	26.3
PHILLIPS CO CMTY COLLEGE	PNA	IV																		

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
11.	90.	75.	51.						38	52	55	13	11	24	39	19	23.6	21.7	19.1	13.5	24.1	20.0	17.2	14.0
14.	11.		67.	45.					8		6	4	1	1	3	7	----		----	----	----	----	----	----
9.	87.	79.	48.	3.	5.8	7.1	6.9	6.8	18	31	31	17	5	12	35	22	----	24.6	20.6	17.8	----	23.2	20.0	16.7
9.				77.								19				16				22.0				20.6
3.	ALL	89.	47.		10.0	12.7			9	7	10		6	2	7		----	26.5	21.5		----		22.2	
11.	94.	86.	25.		6.2	7.3	7.8	7.4	256	319	248	47	9	41	61	55	34.8	27.3	23.3	16.4	31.2	24.9	20.5	16.6
11.	ALL	84.	30.		1.6	.5	.6	.7	10	49	31	18	1	8	22	30	27.1	24.2	19.5	15.3		21.7	18.0	15.8
9.				81.								7				9				23.1				19.8
9.				80.								22				19				22.8				21.3
26.				11.								4				5				----				----
9.				84.								25				12				22.8				20.8
9.				93.								14				15				26.5				18.5
9.				77.								56				52				21.2				21.3
9.				79.								28				30				23.0				20.8
9.				75.								32				23				22.2				20.3
18.	91.	80.	25.		14.2	13.5	14.3	-----	9	8	9	3	2	2	3	2	22.3	20.3	----				----	
23.	ALL	77.	39.	13.	5.0	5.6	5.4	7.1	13	87	35	32	5	24	29	40	----	27.3	22.8	19.7	----	27.4	22.1	19.4
9.				74.								13				13				21.3				19.8
8.				94.								81				80				23.7				22.2
9.				79.								70				61				22.5				20.8
17.	ALL	ALL	13.						5	2	4	1	2	1	4	2	----		----				----	
10.				78.								32				40				21.5				22.3
11.	89.	64.	14.		.7	2.4			11	9	20	5	8	5	9	4	22.3	----	15.6	----	21.8	----	14.9	----
9.				74.								15				9				21.3				19.8
20.	ALL	33.							7	5	12	2	2	1	11	16	18.2	----	15.7				15.5	14.0
8.				74.								12				15				21.4				20.9
9.				80.				11.4				12				8				22.3				20.6
11.	43.	18.							11	8	12	2	3	9	17	4	----	16.1	15.1		----	14.8	14.9	----
9.				81.								11				10				18.5				20.2
9.				86.								30				27				20.8				20.4
10.	50.	ALL	67.	75.					3	2	3	4	1	2	3		----		----	----			----	
8.				51.								31				44				22.5				25.0
9.				83.				11.1				14				16				22.2				21.5
9.												9				4				----				----
9.				74.								13				25				22.2				20.1
18.	92.	85.	7.		9.0	10.6	11.4	10.2	10	11	11	1	2	2	4	10	26.6	21.2	----				----	14.6
12.	ALL	46.	17.		-----	6.5	6.0	6.0	3	10	3	7	1	3	6	2	----	----	----	13.1		----	----	
18.	71.	51.	30.	2.					31	40	54	22	4	11	36	24	----	22.1	21.0	16.1	----	22.5	19.1	16.2
18.	50.	33.	29.						3	4	16	1	1	2	8	1			21.6				20.9	
20.	25.	57.	50.						3	6	11	2	1	1	1	2	----	----	19.6					
14.	92.	31.	48.	8.	4.1	5.4	5.6	9.4	44	34	46	66	4	11	23	52	----	23.5	20.6	17.0	----	20.3	17.3	15.8
15.	98.	75.	21.	14.	8.5	9.0	10.1	7.2	222	155	130	22	20	46	52	36	35.9	26.7	22.1	15.6	32.4	25.7	21.2	15.9
17.	97.	76.	10.	27.					67	100	83	6	10	20	40	5	35.7	27.3	21.4	----	----	31.4	25.0	20.9
15.	90.	70.	16.	3.					37	50	48	11	3	20	22	24	----	27.4	21.5	17.8	----	22.6	19.4	14.7
21.	98.	76.	21.						32	29	21	7	9	20	21	6	27.0	23.9	23.0	-----	27.4	22.2	18.3	----
17.	91.	74.	80.	16.					41	32	47	12	6	11	24	13	32.0	26.1	22.2	17.5	30.9	25.9	21.5	18.2
11.	95.	78.	29.	40.					89	68	49	26	14	15	24	34	30.6	24.5	22.0	20.0	27.5	23.1	20.0	17.0
11.				53.								12				3				----				----
9.				67.								26				19				19.9				20.5
13.									1	4	4			1	2			----	----					
11.												85				55				40.1				40.4
11.	77.	37.		7.					23	32	20	6	3	14	14	9	----	40.5	34.2	30.6	----	41.8	33.0	27.6
10.	82.	65.	6.						41	48	53	3	4	9	21	8	----	46.2	37.9	----	----	46.5	36.8	----
12.		15.			-----	28.8	5.5	-----	4	12	17		1	1	8	1	----	----	34.9		----	----	35.0	----
11.												17				6				38.6				41.7
---												2				3				----				----
10.												9				5				----				----
12.												10				1				----				----
12.												5				3				----				----
---												4				1				----				----
---												3				2				----				----
11.												14				7				38.3				46.2
19.	83.	85.		20.	10.4	9.7	11.8	-----	14	20	10	5	4	13	2	2	----	26.7	24.2	----	----	22.3		
17.	93.	83.	21.	3.					470	358	214	3	52	80	113	27	40.0	30.2	24.7		32.9	27.8	22.8	18.9
18.												45				21				23.2				20.7
16.								7.1				80				17				19.8				25.9
19.								6.4				63				22				21.6				20.0
---										2	2	4			1	1				----				
20.				69.								49				12				23.1				20.0
15.	73.	46.							9	8	5		2	4	5		----	----	----		----	----	----	
19.				87.				5.1				113				58				32.3				31.0
19.				85.				11.2				34				25				32.3				29.6
19.				92.				6.9				126				69				34.8				26.8
19.				95.				8.2				102				69				33.2				32.8
---				ALL				-----				1				2				----				----
19.				81.				8.8				61				49				31.1				30.1
13.				35.				9.1				4				13				----				----
19.												30				14				20.9				20.7
9.												29				22				20.1				18.3
19.		74.	23.	2.	4.7	4.7	4.7	4.7	107	165	101	25	6	14	34	20	37.3	29.5	23.8	19.1	38.4	28.1	22.6	18.2
19.												35				5				----				----
14.								7.2				141				86				24.5				22.9
18.	99.	86.	1.		4.5	4.5	4.5	4.5	632	295	143	6	32	62	74	16	40.6	30.3	24.9	23.5	36.3	27.9	22.8	18.5
20.												46				20				26.1				22.1
27.	ALL	13.							7	6	9	1	3	2	2	1	----	20.7	17.4		----			
21.	97.	84.	37.	29.					56	66	84	27	3	9	30	35	----	26.2	21.7	18.5	----	23.6	21.0	16.6
22.		ALL	80.			-----	8.3	-----		4	14	2		1	6			----	20.2				20.4	
19.	ALL	92.	29.		8.1	8.2	8.8	8.9	15	47	32	3	1	14	16	4	----	23.1	21.1	----	----	22.0	19.7	----
21.									7	1		4	2	2	1		17.9			----				
26.	ALL	ALL							8	4	7	2	2	2	1	5	17.9	----	14.2					----
---																3								----
20.												10				13				20.5				15.9
19.												20				13				18.7				18.4
14.	93.	70.	11.						41	30	37	7	4	10	8	3	----	21.8	18.5	----	----	19.5	17.1	----
---	ALL								4	1	2						----							
22.	87.	47.	15.		5.7	7.6	6.2	9.5	45	32	5	9	8	13	11	12	25.9	21.8	----	17.3	24.2	20.4	----	16.2
22					8.1	9.5	9.1	-----	15	22	12	2	2	2	4		28.9	23.5	----				----	
16.					9.3	10.2	8.8	-----	9	15	8	5	2	4	4	3	----	----	----	----	----	----	----	----
21.												16				22				17.6				16.8
19	89.	84.	55.	6.					26	19	12	13	2	1	10	7	27.8	----	20.7	16.7		----	19.0	15.9

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ARKANSAS (CONTD)																				
STHN ARK U MAIN CAMPUS		IIB	3	2	2	3	26.3	23.2	20.4	16.1	22.4	3	2	2	3	31.7	28.0	24.9	19.3	27.0
STHN ARK U EL DORADO BR		IV				4				18.2	18.2				4				21.9	21.9
STHN ARK U TECH BRANCH		IV				4				18.2	18.2				4				22.2	22.2
SOUTHERN BAPTIST COLLEGE		IV				5				11.7	11.7				5				13.6	13.6
U OF ARKANSAS MAIN CAMPUS		I	5	4	4	5	34.2	26.8	22.1	16.4	27.9	4	4	5	5	40.6	31.6	25.5	18.6	32.8
U OF ARK AT LITTLE ROCK		IIA	3	3	4	4	31.7	25.6	20.7	17.0	24.7	3	4	4	4	37.3	29.5	23.8	18.9	28.5
U OF ARKANSAS-MONTICELLO		IIB	3	4	3	2	25.1	20.9	18.7	16.7	20.0	3	3	3	2	30.2	24.8	21.6	19.4	23.5
U OF ARKANSAS PINE BLUFF		IIB	4	3	2	3	24.7	22.2	19.5	15.8	20.4	4	3	2	3	28.7	26.0	22.6	17.9	23.6
U OF CENTRAL ARKANSAS		IIA	4	4	4	3	28.6	24.0	20.1	18.2	23.3	4	4	4	2	34.8	29.4	24.8	22.2	28.5
WESTARK COMMUNITY COLLEGE		IV				4				19.0	19.0				3				23.5	23.5
CALIFORNIA																				
ALLAN HANCOCK COLLEGE		IV				1				27.1	27.1				1				33.1	33.1
AMER BAPT SEM OF WEST		IIC	3				25.0				25.0	3				31.3				31.3
AMERICAN RIVER COLLEGE		IV				1				31.5	31.5				1				36.2	36.2
ANTELOPE VALLEY COLLEGE		IV				1				28.7	28.7				1				33.8	33.8
ART CTR COLLEGE OF DESIGN		IIC				1				22.0	22.0				1*				28.1	28.1
AZUSA PACIFIC UNIVERSITY		IIA	5	5	5		22.5	19.0	16.3	----	18.6	5	5	5		26.6	22.7	19.4	----	22.1
BAKERSFIELD COLLEGE		III	1	1	1		33.2	27.2	23.7	----	30.4	1	2	1		39.1	32.2	28.6	----	35.9
BARSTOW COLLEGE		IV				1*				33.5	33.5				1*				40.2	40.2
BETHANY BIBLE COLLEGE		IIB		5	5		----	17.9	15.4		17.8		5	5		----	19.5	16.8		19.4
BIOLA UNIV		IIA	4	5	4	5	28.5	23.5	20.3	15.9	23.5	4	5	4	4	33.3	27.1	23.2	18.8	27.2
CABRILLO COLLEGE		IV				1				28.3	28.3				1				33.8	33.8
CAL BAPTIST COLLEGE		IIB	5	5	5		20.3	17.4	15.4	----	17.5	5	5	5		24.2	20.8	18.4	----	21.0
CAL COLLEGE AR & CRAFTS		IIC	4	4			21.2	18.3			19.9	4	4			25.1	21.7			23.6
CAL COLLEGE PODIATRIC MED		IIC	1	1			38.3	30.7	----		32.0	1	1			44.5	37.0	----		37.7
CALIFORNIA INST OF ARTS		IIC				1				24.3	24.3				1*				28.5	28.5
CAL INST OF TECHNOLOGY		I	1*	1*	1*	2	50.1	37.2	30.3	19.1	43.3	1*	1*	1*	3	62.0	45.4	36.9	22.7	53.3
CAL LUTHERAN COLLEGE		IIA	5	4	4	2	28.1	24.5	20.6	18.6	24.0	4	4	4	2	34.2	29.8	24.5	22.2	29.0
CALIFORNIA MARITIME ACAD		IIC		2	1		----	26.9	24.6	----	25.0		1	1		----	35.6	32.4	----	33.2
CAL SCH PSYC BERKELEY		IV				5				8.6	8.6				5				9.7	9.7
CAL SCH PROF PSYC FRESNO		IV				5				8.6	8.6				5				9.7	9.7
CAL SCH PROF PSYC LOS ANG		IV				5				8.6	8.6				5				9.7	9.7
CAL SCH PROF PSYC SN DEGO		IV				5				8.6	8.6				5				9.7	9.7
CAL ST COLLEGE-BAKERSFLD		IIA	2	2	2		35.3	27.7	22.3		30.9	1	1	1		44.0	35.2	28.6		38.9
CAL STATE C-SN BERNARDINO		IIA	2	2	2		34.8	27.2	22.2		28.1	1	2	1		43.6	34.6	28.5		35.6
CAL POLY ST U-SN LUIS OB		IIA	2	2	2	1	35.0	27.4	22.5	19.4	30.7	1	1	1	1	43.5	34.8	28.7	24.6	38.5
CAL STATE U-CHICO		IIA	2	3	2		35.3	26.9	22.2		31.6	1	2	1		43.9	34.2	28.5		39.7
CAL STATE U-DOMINGUEZ HLS		IIA	2	2	2		34.8	27.0	22.2		30.8	1	2	1		43.6	34.3	28.5		38.7
CAL STATE U-FRESNO		IIA	1	2	3	1	35.6	27.2	22.1	19.9	32.5	1	2	1	1	44.3	34.6	28.3	25.3	40.7
CAL STATE U-FULLERTON		IIA	2	2	3		35.3	27.4	21.9	----	31.3	1	1	2		44.1	34.8	28.1	----	39.3
CAL STATE U-HAYWARD		IIA	1	2	3	2	35.4	27.7	22.0	19.2	31.5	1	1	2	1	44.2	35.2	28.1	24.5	39.6
HUMBOLDT STATE U		IIA	2	2	2		35.1	27.2	22.2	----	30.1	1	2	1		43.7	34.5	28.5	----	37.8
CAL STATE U-LONG BEACH		IIA	1	2	3		35.7	27.8	21.9	----	31.7	1	1	2		44.3	35.2	28.1	----	39.6
CAL STATE U-LOS ANGELES		IIA	2	2	2		35.4	27.3	22.6		31.8	1	2	1		43.7	34.7	29.0		39.6
CAL STATE U-NORTHRIDGE		IIA	2	2	2	1	35.3	27.1	22.3	19.9	31.4	1	2	1	1	43.9	34.4	28.6	25.3	39.3
CAL STATE POLY U-POMONA		IIA	2	3	2		35.2	26.7	22.4		31.3	1	2	1		43.8	34.6	28.7		39.5
CAL STATE U-SACRAMENTO		IIA	2	2	2	2	35.3	27.4	22.3	19.3	31.7	1	2	1	1	43.9	34.8	28.6	24.7	39.6
SAN DIEGO STATE U		IIA	1	2	2	1	35.8	27.6	22.6	20.3	31.3	1	1	1	1*	44.6	35.0	28.9	25.9	39.3
SAN FRANCISCO STATE U		IIA	1	3	2	2	35.6	26.9	22.1	19.0	31.1	1	2	1	1	44.0	34.1	28.3	24.3	38.8
SAN JOSE STATE U		IIA	1	2	2	1	35.7	27.3	22.4	20.0	31.5	1	2	1	1	44.2	34.6	28.6	25.4	39.3
SONOMA STATE UNIVERSITY		IIA	1	2	3		35.5	27.7	21.9		32.4	1	1	2		44.2	35.3	28.1		40.5
CAL ST COLLEGE-STANISLAUS		IIA	1	2	3	1	35.6	27.5	21.9	19.5	30.7	1	1	2	1	44.2	35.0	28.1	24.8	38.5
CERRITOS COLLEGE		IV				1*				33.4	33.4				1*				39.6	39.6
CERRO COSO CMTY COLLEGE		III	2	1			32.2	28.2	----		28.9	2	1			37.9	33.6	----		34.3
CHABOT COLLEGE		IV				1*				33.7	33.7				1*				39.7	39.7
CHAFFEY COLLEGE		III				1*				23.3	23.3				1*				27.9	27.9
CHAPMAN COLLEGE		IIA	3	3	4		32.3	26.1	21.0		24.9	3	3	4		38.7	30.5	24.7		29.4
CHRIST COLLEGE IRVINE		IIB	4				22.0		----		19.3	4				26.6		----		23.3
CHRISTIAN HERITAGE C		IIB		5				16.3			16.3		5				19.6			19.6
CHURCH DIV SCH OF PACIFIC		IIB	2				30.5				30.5	1				41.1				41.1
CITRUS COLLEGE		IV				1				30.6	30.6				1				35.1	35.1
CLAREMONT GRADUATE SCHOOL		I	1	2	1		45.4	30.7	25.8		36.7	1	1	1		54.5	37.2	30.5		44.1
CLAREMONT MCKENNA C		IIB	1*	1	1*		36.9	26.4	23.5		31.0	1*	1	1*		45.2	32.6	28.2		37.9
COASTLINE CMTY COLLEGE		IV				1*				32.0	32.0				1				37.3	37.3
COGSWELL COLLEGE		IIC		4	3		----	18.7	18.2		18.4		4	4		----	21.8	21.1		21.4
COLEMAN COLLEGE		IV				5				15.2	15.2				5				16.6	16.6
COLLEGE OF ALAMEDA		IV				1				28.0	28.0				1				33.5	33.5
COLLEGE OF THE CANYONS		IV				1				31.2	31.2				1				36.0	36.0
COLLEGE OF THE DESERT		III	1*	1*	1*		35.7	32.6	27.1		32.9	1	1*	1*		41.3	38.0	31.9		38.3
COLLEGE OF MARIN		IV				1				30.5	30.5				1				35.1	35.1
COLLEGE OF NOTRE DAME		IIA	5	5	5		25.6	20.2	17.4	----	20.7	5	5	5		29.2	22.9	19.8	----	23.5
COLLEGE OSTEO MED PACIFIC		IIC	5	2	5		19.5	25.1	14.8		18.9	5	3	5		21.7	28.3	16.6		21.3
COLLEGE OF THE REDWOODS		IV				1				28.6	28.6				1				34.0	34.0
COLLEGE OF THE SEQUOIAS		IV				1*				35.3	35.3				1*				40.7	40.7
COLLEGE OF THE SISKIYOUS		IV				1				28.4	28.4				1				34.1	34.1
COLUMBIA C-COLUMBIA		IV				1				26.7	26.7				1				32.6	32.6
COMPTON CMTY COLLEGE		III	1	1*	1*	1*	32.2	30.5	27.2	22.3	29.9	2	1	1*	1*	38.4	36.0	32.4	27.6	35.6
COSUMNES RIVER COLLEGE		IV				1				31.3	31.3				1				36.0	36.0
CRAFTON HILLS COLLEGE		IV				1				29.9	29.9				1				33.2	33.2
CUESTA COLLEGE		IV				1				31.5	31.5				1				36.9	36.9
CUYAMACA COLLEGE		IV				1				27.2	27.2				1				31.6	31.6
CYPRESS COLLEGE		IV				1*				31.8	31.8				1*				39.3	39.3
DE ANZA COLLEGE	4	IV				1*				34.4	34.4				1*				39.9	39.9
DOMINICAN C OF SAN RAFAEL		IIA	5	5	5		22.1	20.0	18.0	----	18.8	5	5	5		24.9	22.6	19.7	----	20.9
DON BOSCO TECHNICAL INST		IV								----	----								----	----
EAST LOS ANGELES COLLEGE		IV				1*				34.3	34.3				1*				39.5	39.5
EL CAMINO COLLEGE		IV																		
EVERGREEN VALLEY COLLEGE		IV				1*				34.4	34.4				1*				40.4	40.4
FEATHER RIVER COLLEGE		IV				2				23.0	23.0				2				27.1	27.1
FOOTHILL COLLEGE		IV				1*				34.4	34.4				1*				39.9	39.9
FRESNO PACIFIC COLLEGE		IV				3				20.3	20.3				3				24.1	24.1
FULLER THEOLOGICAL SEM		IIC	3	3	3		26.7	21.3	20.2		23.2	3	3	2		34.3	27.7	26.5		30.1
FULLERTON COLLEGE		IV				1*				34.9	34.9				1*				41.3	41.3
GAVILAN COLLEGE		IV				1				26.9	26.9				1				32.1	32.1
GLENDALE CMTY COLLEGE		IV				1				30.4	30.4				1				35.7	35.7
GOLDEN GATE UNIVERSITY		IIA	1*	1*	1*		47.3	40.1	27.4		39.2	1*	1*	1*		54.7	45.8	32.6		45.3
GOLDEN WEST COLLEGE	7	IV				1				31.6	31.6				1				32.1	32.1
GRADUATE THEOL UNION		IIC					----		----		----					----		----		----
GROSSMONT COLLEGE	4	IV				1				29.5	29.5				1				35.0	35.0
HARTNELL COLLEGE		IV				1				29.4	29.4				1				33.7	33.7
HARVEY MUDD COLLEGE		IIC	1	1	1		41.8	39.7	24.6	----	35.3	1	1	1		50.1	38.7	28.8	----	43.1
HOLY NAMES COLLEGE		IIA		5	5	5	----	20.6	18.1	15.7	18.4		5	5	5	----	23.6	20.7	17.7	21.2
HUMPHREYS COLLEGE		IV								----	----								----	----
IMPERIAL VALLEY COLLEGE		IV				1				28.4	28.4				1				33.9	33.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	ALL	90.	56.		10.1	10.2	9.7	11.0	16	23	19	4	7	6	8	8	26.4	23.5	20.9	----	26.2	22.2	19.5	----
20.												7				6				18.4				18.0
22.												27				6				18.3				18.0
17.												7				7				13.0				10.3
18.	97.	84.	22.	3.	7.3	10.9	10.2	11.4	319	165	145	30	18	23	36	34	34.4	27.0	22.5	17.0	31.1	25.4	20.8	15.9
16.	91.	78.	31.	19.	1.4	6.4	5.2	5.9	75	90	52	11	7	21	38	16	31.7	26.1	21.5	16.8	31.7	23.4	19.4	17.2
18.	ALL	95.	62.	42.	6.8	7.8	7.9	9.2	17	17	24	11	1	3	10	8	25.1	----	18.9	17.0		----	18.1	16.4
16.	88.	71.	36.	41.	9.2	9.8	9.2	9.3	19	24	36	12	15	4	19	20	25.0	22.2	19.9	16.0	24.4		18.7	15.7
22.	98.	66.	39.	11.	12.3	11.1	13.8	13.9	62	43	40	16	2	27	22	22	28.6	23.8	20.3	19.0		24.5	19.9	17.5
24.				76.								61				39				19.1				18.8
22.			85.					2.2				80				36				28.3				24.4
25.	ALL								6								25.0							
15.			93.					.8				218				77				32.0				30.0
18.			89.									50				37				29.5				27.6
20.												39				10				23.0				18.1
19.	85.	27.			4.4	6.3	5.0	5.9	19	14	14	4	1	8	9	2	22.5	19.5	16.1	----		18.3	16.7	
18.	ALL	91.	61.	50.					100	16	14	1	34	27	19	1	33.3	27.3	24.3	----	32.9	27.1	23.2	----
20.			ALL					10.9				21				5				----				----
9.	ALL	78.	70.						3	9	8	1			2	1	----	17.9	15.4					
16.	74.	58.	19.		8.1	8.5	10.0	9.5	31	37	21	4	4	8	11	6	----	23.6	20.8	----	----	25.3	19.2	----
20.				98.								135				76				30.1				24.9
20.	70.	87.	36.		5.3	5.0	5.0	-----	8	10	9		2	5	2	1	----	----	----		----	----	----	----
19.	ALL	ALL							11	10			3	1			----	18.3			----			
18.	ALL	67.	25.		11.0	10.0	-----		4	6	2		3		2		----	30.7	----		----		----	
18.								7.7				56				18				24.8				22.5
23.	ALL	67.							172	33	41	16			4		50.1	37.2	----	19.1			----	
21.	96.	89.	25.						24	16	17	5	4	3	3	5	----	----	----	----	----	----	----	----
33.	75.	50.	23.		-----	-----	5.1	-----	4	6	13	3					----	26.9	24.6	----				
13.												38				18				8.5				8.9
13.								8.0				17				8				8.5				8.9
13.												39				19				8.5				8.9
13.												33				16				8.5				8.9
26.	95.	81.	8.						64	24	17		11	12	8		35.5	28.0	22.2		34.1	27.3	22.4	
27.	95.	82.	5.						55	36	38	2	11	14	28	1	34.7	27.7	22.1		34.9	25.9	22.3	
26.	84.	63.	13.						382	197	79	6	18	39	21	4	35.0	27.5	22.5	----	33.8	26.8	22.2	----
25.	93.	64.	5.						329	101	35	2	53	42	40	2	35.4	27.0	22.3		34.8	26.5	22.1	
26.	ALL	74.	43.						105	50	23	1	35	18	14		35.0	27.3	22.4		34.3	26.2	21.9	
25.	95.	54.	3.						407	73	34	5	60	34	24	14	35.7	27.3	21.9	----	34.9	27.1	22.2	----
26.	96.	69.	1.						312	144	55	1	67	47	24	4	35.3	27.5	21.9		35.2	27.1	21.9	----
26.	98.	76.	18.						231	75	37	4	40	33	20	4	35.5	28.0	22.2	----	34.9	27.0	21.7	----
26.	98.	85.	6.						175	65	52	1	15	19	35	3	35.2	27.1	22.0		34.3	27.4	22.4	----
25.	94.	71.	10.						451	183	71	5	88	50	54	2	35.8	27.9	21.9	----	35.3	27.6	22.0	
25.	97.	82.	15.						320	126	48		93	41	34	1	35.7	27.6	22.7		34.5	26.5	22.5	
25.	94.	70.	13.						431	101	77	6	98	48	58	11	35.4	27.3	22.3	19.9	34.9	26.6	22.4	19.9
26.	97.	52.	3.						317	125	46	2	36	22	30	2	35.3	26.6	22.4		34.4	26.8	22.3	
25.	99.	74.	17.						445	131	52	7	76	64	44	6	35.4	27.4	22.3	19.5	34.5	27.3	22.3	19.1
26.	92.	72.	26.						533	212	86	2	66	85	71	20	35.9	27.7	22.7		35.1	27.3	22.4	20.3
25.	96.	70.	12.						390	114	72	19	74	48	44	13	35.6	26.9	22.2	18.9	35.4	27.0	22.0	19.0
25.	97.	75.	10.						426	148	78	5	79	39	60	5	35.9	27.4	22.5	----	35.0	26.8	22.2	----
25.	99.	96.	26.						128	30	12		30	17	15	2	35.7	28.0	21.7		35.0	27.3	22.0	
26.	98.	79.	15.						95	27	13	5	7	12	13	8	35.6	27.6	21.8	----	35.6	27.4	22.1	----
19.				93.								147				71				34.9				30.0
19.	ALL	85.	25.		3.3	2.5	-----		5	9	3		3	4	1		----	----	----		----	----		
18.				92.								152				60				34.0				33.2
20.				83.								119				77				23.5				23.1
18.	93.	79.	3.		6.9	7.1	8.8	-----	12	27	19		2	12	15		32.3	26.4	21.9			25.4	19.7	
21.	17.								6	2	5				2		22.0		----					
20.									2	5	2			4	1			----				----		
35.	ALL	50.			-----	-----	-----		6	1	1			1			30.5							
15.				90.								79				40				33.3				25.4
20.	96.	82.	14.		8.6	10.3	12.5		24	20	6			2	1		45.4	----	----			----	----	
22.	ALL	89.							25	17	8		2	2	2		----	----	----		----	----	----	
16.				91.								7				15				33.8				31.2
16.					-----	1.8	1.8		2	6	14			2	2		----	----	----			----	----	
10.										1		23				8				15.9				13.1
20.				97.								76				39				28.2				27.5
16.				86.								24				17				32.6				29.1
16.	ALL	ALL	86.						31	33	7		3	15	7	1	----	32.5	26.5		----	33.1	27.7	
15.				93.				4.9				88				37				31.1				29.1
14.	75.	33.			9.8	7.3	6.2	5.6	11	3	9	1	5	6	9	3	----	----	17.9		----	----	16.9	----
12.	29.	18.							6	8	14		1	3	3		19.5	----	----			----	----	
19.				89.								90				29				29.3				26.5
16.				86.								107				40				36.2				32.8
20.				92.								43				6				28.5				27.5
22.				83.								32				9				28.0				22.3
19.	ALL	ALL	73.						24	18	7	7	9	10	8	2	32.4	30.6	26.4	22.3	31.7	30.2	27.9	
15.				92.				1.3				54				17				31.9				29.6
11.				92.								36				12				30.6				27.9
17.				97.								50				16				32.2				29.2
16.				93.								22				5				----				----
24.				95.								127				76				32.4				30.8
16.				96.								177				98				35.7				32.1
11.	67.	18.							3	6	8	2	3	5	10	5	----	----	19.3		----	----	17.1	----
---												3								----				
15.				98.				7.4				133				88				34.9				33.4
18.				89.								54				42				34.1				34.7
18.												20								23.0				
16.				98.								160				51				35.6				30.6
19.												21				4				----				----
30.	69.	27.	8.		2.9	10.7	4.9	20.2	16	10	9	1		1	3		26.7	21.3	----			----		
18.				88.								196				68				34.9				34.7
19.				79.								59				23				29.2				23.0
17.				89.								94				46				30.5				30.3
16.	92.	38.							22	17	13		2	7	4		47.2	41.0	----		37.9	----		
2.				97.								142				93				33.1				29.3
---	ALL				-----		-----		1		1						----		----					
19.												134				71				31.0				26.6
15.				91.								78				37				29.1				35.0
22.	ALL	92.			11.4	12.8	24.7	-----	33	10	10	1	1		1	1	----	38.7	----	----	----	----	----	----
14.	ALL	56.	14.						1	5	3	6	3	4	4	4				----				----
---																5								
19.				92.								58				25				29.4				26.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR
CALIFORNIA (CONTD)																				
INDIAN VALLEY COLLEGES		IV				1				29.9	29.9				1				34.4	34.4
JESUIT SCHOOL OF THEOLOGY		IIC			4		----	----	18.1		20.5			4		----	----	19.3		21.9
JOHN F KENEDY UNIVERSITY		IIA																		
LAKE TAHOE CMTY COLLEGE		IV				1				29.1	29.1				1				34.3	34.3
LANEY COLLEGE		IV				1				28.8	28.8				1				33.1	33.1
LIFE BIBLE COLLEGE		IIC				4				14.1	14.1				3				17.3	17.3
LOMA LINDA UNIVERSITY		IIC	4	4	3	2	21.6	20.9	19.5	17.2	20.1	4	4	3	3	24.8	23.9	22.3	19.7	23.0
LONG BEACH CITY COLLEGE		IV				1				31.7	31.7				1*				37.5	37.5
LOS ANGELES BAPT COLLEGE		IIB		5		5	----	18.1	----	13.5	17.2		5		5	----	21.5	----	15.8	20.4
LOS ANGELES CITY COLLEGE		IV				1*				33.9	33.9				1*				39.1	39.1
LOS ANG C OF CHIROPRACTIC		IIC				3	----	----	----	16.1	18.7				2	----	----	----	20.5	23.8
LOS ANG HARBOR COLLEGE		IV				1*				34.5	34.5				1*				39.8	39.8
LOS ANGELES MISSION C		IV				1*				42.4	42.4				1*				48.3	48.3
LOS ANG PIERCE COLLEGE		IV				1*				34.6	34.6				1*				39.8	39.8
LOS ANG SOUTHWEST COLLEGE		IV				1*				33.6	33.6				1*				38.7	38.7
LOS ANG TR TECH COLLEGE		IV				1*				33.6	33.6				1*				38.8	38.8
LOS ANG VALLEY COLLEGE		IV				1*				35.2	35.2				1*				40.4	40.4
LOYOLA MARYMOUNT U		IIA	1*	1	1	1	38.9	28.9	23.5	19.9	30.8	1	1	1	1	46.3	35.3	29.2	25.3	37.3
MARYMOUNT PALOS VERDES C		III			4		----	----	18.1		17.9			5		----	----	20.8		22.3
MENDOCINO COLLEGE		IV				1				28.4	28.4				1				32.9	32.9
MENLO COLLEGE		IV				2				25.5	25.5				2				29.3	29.3
MENNONITE BRTHREN BIB SEM		IIC					----	----			26.5					----	----			32.9
MERCED COLLEGE		IV				1				30.5	30.5				1				36.0	36.0
MERRITT COLLEGE		IV				1				29.0	29.0				1				34.4	34.4
MILLS COLLEGE		IIA	2	3	3	2	33.9	26.1	21.4	18.5	25.3	2	3	4	3	40.7	30.8	24.7	20.4	29.6
MIRA COSTA COLLEGE		IV				1*				32.8	32.8				1*				38.2	38.2
MISSION COLLEGE		IV				1				29.6	29.6				1				34.9	34.9
MODESTO JUNIOR COLLEGE		IV				1				29.7	29.7				1				35.1	35.1
MONTEREY INTRNATL STDIES		IIA		5	5	4	----	21.8	18.7	17.1	20.7		5	5	3	----	27.2	22.6	20.6	25.4
MONTEREY PEN COLLEGE		IV				1				28.5	28.5				1				32.9	32.9
MOORPARK COLLEGE		IV				1				31.2	31.2				1				36.5	36.5
MOUNT SNT MARY'S COLLEGE		IIB	3	3	2	3	26.5	21.9	19.3	15.8	20.1	3	3	3	3	30.7	25.7	22.3	18.1	23.3
MOUNT SAN ANTONIO COLLEGE		IV				1*				31.8	31.8				1*				37.6	37.6
MT SAN JACINTO COLLEGE		IV				1				29.3	29.3				1				33.9	33.9
NAPA VALLEY COLLEGE		IV				1				28.4	28.4				1				32.6	32.6
NATL TECH SCH		IV				5				7.8	7.8				5				7.8	7.8
NATIONAL UNIVERSITY		IIC	4	4	5		23.6	20.3	14.7		21.1	4	4	5		27.7	23.9	17.7		24.9
NAVAL POSTGRADUATE SCHOOL	8	IIC	1	1*	1		40.8	32.8	26.5		35.4	1	1	1		44.5	35.9	29.1		38.8
NORTHROP UNIVERSITY		IIC	3	3	3	2	25.6	22.7	20.6	17.2	19.3	3	3	2	2	31.5	28.4	26.0	22.2	24.5
OCCIDENTAL COLLEGE		IIB	1*	1	1	1	36.3	27.5	21.5	19.8	27.9	1*	1	1	1	45.8	34.1	25.8	23.8	34.5
OHLONE COLLEGE		III	1*	1	1*	1*	44.0	29.2	27.1	26.3	32.5	1*	1	1*	1*	50.7	34.5	31.8	31.4	38.1
ORANGE COAST COLLEGE		IV				1*				34.4	34.4				1*				40.8	40.8
OTIS ART INST PARSON SCH		IV				2				25.5	25.5				2				30.6	30.6
OXNARD COLLEGE		IV				1				28.6	28.6				1				33.5	33.5
PACIFIC CHRISTIAN COLLEGE		IIC	5				11.0	----			9.6					16.6	----			14.6
PACIFIC LUTH THEOL SEMINARY	3	IIC																		
PACIFIC OAKS COLLEGE	6	IIA	5	5	5	3	28.2	20.8	19.6	17.9	22.7	5	5	5	3	31.4	23.2	21.9	20.6	25.5
PACIFIC SCH OF RELIGION		IIC	4				22.6				22.6	3				29.2				29.2
PACIFIC UNION COLLEGE		IIB	2	4	2	2	28.2	20.8	19.6	17.9	22.7	3	4	3	2	31.7	23.1	21.9	20.0	25.5
PALMER C CHIRO-WEST		IIC				5			----	12.8	14.9				5		----	----	16.4	16.5
PALO VERDE COLLEGE		IV																		
PALOMAR COLLEGE		IV				1				29.3	29.3				1				35.1	35.1
PASADENA CITY COLLEGE		IV				1				29.9	29.9				1				34.7	34.7
PASADENA COLLEGE CHIRO		IIC			5				11.9	----	9.5			5				13.0	----	10.8
PATTEN COLLEGE		IIC					----	----	----		----					----	----	----		----
PEPPERDINE UNIVERSITY		IIA	1*	1	1		38.6	29.8	24.6	----	32.2	1	1	1		46.4	35.9	29.4	----	38.7
PITZER COLLEGE		IIB	1	2	2		33.5	24.6	20.6		27.9	1	1	1		41.0	31.0	25.2		34.3
POINT LOMA COLLEGE		IIB	3	3	3	3	26.3	21.2	18.3	15.7	22.2	3	3	3	4	31.4	25.8	21.2	17.3	26.1
POMONA COLLEGE		IIB	1*	1*	1		39.2	28.9	22.9	----	31.2	1*	1*	1		47.4	34.8	27.5	----	37.6
PORTERVILLE COLLEGE		III	1	1	1		33.6	28.0	24.7		30.0	1	1	1		39.5	33.3	29.2		35.4
RIO HONDO COLLEGE		III	5	1*	1*	1*	.7	34.7	32.8	28.7	41.9	5	1*	1*	1*	16.8	40.2	38.2	33.7	48.8
RIVERSIDE CITY COLLEGE	6	III		1*	1*			33.1	28.0	----	32.0		1*	1*			38.5	33.0	----	37.3
SACRAMENTO CITY COLLEGE		IV				1				31.4	31.4				1				36.1	36.1
SADDLEBACK CMTY COLLEGE		IV				1*				34.2	34.2				1*				40.4	40.4
SNT MARY'S COLLEGE OF CAL	LFO	IIA	2	2	2		35.3	27.0	22.2		26.3	2	3	2		42.4	32.3	26.7		31.6
SAINT PATRICK'S SEMINARY		IIC		5				8.6			8.6		5				9.2			9.2
SN BERNARDINO VLY COLLEGE		IV				1				31.2	31.2				1				36.4	36.4
SAN DIEGO CITY COLLEGE		IV				1				28.5	28.5				1				33.6	33.6
SAN DIEGO MESA COLLEGE		IV				1				28.7	28.7				1				33.7	33.7
SAN DIEGO MIRAMAR COLLEGE		IV				2				25.6	25.6				2				30.3	30.3
SAN FRANCISCO ART INST		IV				4				18.1	18.1				4				20.6	20.6
SN FRISCO CC DISTRICT		IV				1				30.0	30.0				1				34.9	34.9
SAN FRANCISCO CONSV MUSIC		IV				5				15.9	15.9				4				19.1	19.1
SAN JOAQUIN DELTA COLLEGE		IV				1*				36.3	36.3				1*				41.9	41.9
SAN JOSE CITY COLLEGE		IV				1*				33.1	33.1				1*				40.1	40.1
SANTA ANA COLLEGE		IV				1				31.3	31.3				1				36.6	36.6
SANTA BARBARA CTY COLLEGE		IV				1				30.7	30.7				1				36.5	36.5
SCRIPPS COLLEGE		IIB	1	1	1		34.5	25.9	21.0		27.4	1	1	1		42.7	32.3	26.5		34.2
SIERRA COLLEGE		IV				1				29.9	29.9				1				36.2	36.2
SIMPSON COLLEGE		IIB		5			----	16.3	----		16.4		5			----	18.6	----		19.0
SOLANO COMM COLLEGE		IV																		
SOUTHERN CAL COLLEGE		IIB		2	1*		----	25.1	23.1		25.0		1	1		----	30.6	26.8		30.1
STHN CAL C OF OPTOMETRY		IIC				1	----	----	25.6	20.7	25.6			1	1	----	----	30.3	24.7	30.3
SOUTHWESTERN COLLEGE		IV				1*				32.6	32.6				1*				37.5	37.5
STANFORD UNIVERSITY	1	I	1*	1*	1*		51.2	35.8	29.7		42.5	1*	1*	1*		62.2	44.3	37.8		52.0
STARR KNG SCH FOR MINSTRY		IIC					----				----					----				----
TAFT COLLEGE		IV				1				29.4	29.4				1				34.6	34.6
U OF CAL-SAN FRANCISCO	9	IIC	1*			1*	44.3	31.2	29.3		35.2	1*	1	1*		56.0	39.9	37.6		44.8
U OF CAL-BERKELEY	9	I	1			1	44.2	29.5	24.4		31.6	1	1	1		55.7	37.8	31.5		40.7
U OF CAL-DAVIS	9	I	3	4	4		39.4	27.2	22.6		31.9	2	3	2		49.9	35.0	29.4		40.7
U OF CAL HASTINGS C LAW	9	IIC	1*				54.3		----		52.0	1*				66.0		----		65.5
U OF CAL-IRVINE	9	I	2	3	3		42.2	29.8	23.6		33.9	1	1	1		53.3	37.2	30.3		43.0
U OF CAL-LOS ANGELES	9	I	2	1	2		42.3	32.2	25.9		35.0	1	1*	1		53.5	41.3	30.8		44.5
U OF CAL-RIVERSIDE	9	I	3	4	4		38.9	26.8	22.4		31.4	2	3	2		49.3	34.5	29.1		40.1
U OF CAL-SAN DIEGO	9	I	2	4	3		41.0	27.8	23.1		34.0	2	2	1		51.8	35.7	29.9		43.6
U OF CAL-SANTA BARBARA	9	I	2	4	3		40.5	27.8	23.4		33.0	2	2	1		51.2	35.7	30.3		42.1
U OF CAL-SANTA CRUZ	9	I	3	4	4		39.7	27.1	22.6		32.7	2	3	2		50.3	34.8	29.2		39.3
UNIVERSITY OF LA VERNE		IIA	4	5	5		30.5	23.1	18.0	----	27.6	4	5	5		39.3	26.8	20.5	----	25.9
UNIVERSITY OF THE PACIFIC		I	5	4	4	1*	34.3	27.0	23.0	23.4	30.0	4	4	4	1*	41.0	32.5	27.2	27.7	35.8
UNIVERSITY OF REDLANDS		IIC	2	2	2		31.5	25.6	22.1	----	28.5	2	2	2		38.5	31.2	26.8	----	34.8
UNIV OF SAN DIEGO	LFO	IIA	1	1	1		37.5	26.2	22.1	----	29.2	1	1	1		45.1	31.7	26.2	----	35.1
U OF SAN FRANCISCO		IIA	1*	1*	1*	1*	42.5	32.1	25.5	23.7	32.8	1*	1*	1*	1*	49.6	37.4	29.8	27.0	38.3
UNIVERSITY OF SANTA CLARA	LFO	IIA	1*	1*	1*		45.8	32.9	25.6		32.1	1*	1*	1*		53.7	39.7	31.5		38.4
UNIV OF SOUTHERN CALIF		I	1	1	1	1	44.8	31.5	25.7	22.3	34.3	1	1	1	1*	53.1	38.4	31.6	27.5	41.3
VENTURA COLLEGE		IV				1				30.5	30.5				1				35.7	35.7

(6)	(7)	(8)	(9)	(10)
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY PR AD AI IN	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC) PR AD AI IN	NUMBER OF FULL-TIME FACULTY MEN PR AD AI IN WOMEN PR AD AI IN	AVERAGE SALARY BY RANK AND BY SEX MEN PR AD AI IN WOMEN PR AD AI IN
15.	ALL		26 15	29.9 29.8
7.		----- -----	5 5 7 3	---- ---- ---- ----
18.	ALL 1.6		12 4	---- ----
15.	97.		106 53	28.6 29.1
22.	17.7		8 3	---- ----
15.	82. 41.		62 67 56 17 17 25 45 25	21.8 21.4 20.3 19.0 20.7 19.4 18.4 16.0
18.	94.		173 100	32.3 30.6
18.			4 9 3 3 1 3	---- 18.1 ---- ---- ----
15.	94.		195 130	34.2 33.5
28.		----- ----- ----- 4.4	4 3 4 11 1 4	---- ---- ---- ---- ----
15.	97.		101 79	35.2 33.6
14.	91.		34 20	48.5 32.0
15.	64.		209 88	35.0 33.7
15.	99.		50 50	33.3 33.9
15.	93.		184 74	33.6 33.7
15.	99.		178 106	35.3 34.9
21.	83. 89. 14.	13.2 13.4 14.6 -----	81 39 66 2 19 18 21 5	39.8 29.1 23.5 ---- 35.2 28.4 23.4 ----
24.			2 1 3 2 4 4 3 2	---- ---- ---- ----
16.	91.		25 8	29.3 25.4
15.		13.4	33 5	---- ----
24.			3 4 2	---- ----
18.	95.		95 27	31.4 27.5
18.	ALL		76 35	29.2 28.6
17.	ALL ALL	11.3 11.7 10.4 -----	10 7 10 1 7 8 19 6	34.3 27.0 21.7 ---- 33.4 25.4 21.3 ----
17.	91.	5.4	49 20	33.2 31.6
18.	44.		39 36	30.9 28.2
18.	90.		143 56	30.5 27.8
22.	80.	----- 8.6 10.5 9.2	3 4 2 1 2 2 4 7	---- ---- ---- ---- ---- ---- ---- ----
16.	88.		73 26	29.2 26.3
17.	96.		83 33	31.7 29.9
16.	ALL 63. 32.	8.0 8.0 7.7 8.6	5 4 6 2 3 4 22 10	---- ---- ---- ---- ---- ---- 15.8
18.	95.		201 104	32.6 30.3
16.	95.		25 14	30.1 27.9
15.	87.		49 37	30.2 25.9
			60	7.8
18.			20 10 6 2 3 2	23.6 ---- 14.7 ----
10.	97. 88. 23.	8.6 8.6 8.6	87 76 29 1 2	40.8 32.8 26.5
27.	54. ALL 56. 50.		13 9 8 46 1 14	25.6 22.7 20.6 16.9 18.2
24.	97. ALL 3.	9.3 10.1 13.7 -----	33 24 22 5 3 10 16 1	---- 27.8 21.4 ---- ---- 26.6 21.7 ----
17.	ALL ALL ALL 63.	6.0 6.0 6.0 6.0	17 24 6 8 10 17 5 11	51.3 30.8 ---- 27.5 31.6 26.8 ---- 25.4
19.	95.		225 101	34.7 33.7
20.			11 5	---- ----
17.	89.		30 17	29.4 27.2
52.			6 3 1 1 1 1	11.0 ----
		----- ----- -----		
12.	91. 19.		31 11 10 6 3 10 8 13	---- 20.8 19.5 18.4 ---- 20.7 19.8 17.6
29.	75.		7 1 1 1 2	22.6
12.	91. 19.		31 11 10 6 3 10 8 13	---- 20.8 19.5 18.4 ---- 20.7 19.8 17.6
11.			3 4 15 1 5	---- ---- ---- ----
		10.9		
20.	83.		143 69	30.2 27.4
16.	93.		191 128	31.8 27.0
14.			2 2 6 3 1 1 1 1	11.9 ----
---		----- -----	1 2 1 2	---- ---- ---- ----
20.	70. 28. 10.	14.2 17.0 12.8	66 59 25 3 4 17 4 1	---- 30.0 ---- ---- ---- 29.3 ---- ----
23.	ALL 91.	9.2 9.6 -----	19 7 10 8 4 6	34.2 ---- 21.2 31.8 ---- 19.5
18.	38. 10.	11.2 13.0 8.9 -----	28 8 7 1 4 2 7 11	---- 21.2 17.8 ---- 18.8 15.7
20.	98. 95.	12.4 12.2 12.3 -----	52 31 21 2 4 7 16 3	---- 29.0 23.6 ---- ---- 28.6 21.9 ----
18.	ALL ALL 53.		19 6 3 5 3 12	---- ---- ---- ---- 24.7
17.	ALL 92. ALL 76.	4.4 4.0 4.5 1.9	2 23 21 29 23 15 13 34	---- 35.4 32.9 28.9 ---- 33.5 32.6 28.5
17.	ALL ALL		96 16 5 45 16 2	33.4 28.5 ---- 32.4 27.5
15.	94.		162 73	31.9 30.4
18.	88.		131 69	36.4 30.0
20.	ALL 69. 11.	10.4 8.8 8.6 -----	16 19 24 1 7 12 1	35.3 27.3 22.3 26.2 22.1
7.			2 7	8.6
17.	96.		128 53	32.3 28.6
18.	92.		89 50	30.0 26.0
17.	96.		152 65	30.0 25.7
18.	90.		27 4	---- ----
14.			25 4	---- ----
16.	84.		364 286	30.5 29.3
20.			6 8	17.2 14.9
16.	99.		167 67	37.5 33.2
21.	92.		103 46	33.9 31.6
17.	88.		157 103	33.0 28.8
19.	91.	2.8	105 47	30.8 30.6
25.	ALL 93.	3.5 3.8 6.3	11 7 9 6 8 6 1	34.8 27.1 21.3 33.9 24.8 20.5
21.	ALL		95 31	30.4 28.3
16.		----- 14.0 ----- ----- 7.8	5 4 1 2 1	---- ---- ---- ---- ----
20.	ALL 67. 50.		5 8 10 2 1	---- 25.1 23.1
18.	60. 17.		4 5 15 7 1 1 1	---- ---- 25.6 20.7
15.	91.		110 63	33.3 31.4
22.	ALL 80. 1.	12.3 14.5 20.9	481 95 125 13 18 38	51.3 36.4 30.6 46.0 32.5 26.9
---			3 2	----
18.	89.		24 3	---- ----
27.	88. 57.		71 29 36 1 11 15 28	45.6 33.5 32.7 36.4 26.6 25.0
27.	97. 96.		838 190 148 2 49 50 62 2	44.4 29.9 24.8 40.3 27.9 23.4
28.	97. 96.		380 175 100 27 28 37	39.6 27.4 22.9 36.5 26.2 21.9
22.	69.		24 2 4 2 2 2	54.3 ----
27.	96. 98.		167 73 49 12 16 20	42.6 29.1 24.0 36.7 28.6 22.5
27.	96. 94.		707 219 185 71 54 77	42.7 29.3 24.4 38.6 44.3 22.6
28.	ALL 96.		133 61 42 13 6 11	39.2 26.9 22.5 36.0 26.0 22.0
27.	99. 93.		266 90 64 10 22 18	41.1 28.1 23.2 35.5 26.8 22.4
27.	99. 96.		311 104 48 20 16 23	40.8 28.0 24.0 34.4 26.4 22.0
28.	98. 99.		111 58 34 7 20 18	39.7 27.3 22.8 40.7 26.3 22.2
15.	86. 42. 3.	14.6 11.7 12.7 -----	17 19 20 2 5 5 16 1	---- ---- 18.5 ---- ---- ---- 17.5 ----
20.	91. 57. 5.	9.6 9.9 11.1 13.7	170 80 48 10 13 11 14 7	34.5 26.8 23.7 ---- 31.3 28.8 20.1 ----
22.	89. 52.	25.0 24.9 23.7 -----	54 15 11 1 8 6 7 1	32.0 25.4 22.4 ---- 28.9 23.9 22.2 ----
20.	91. 64. 4.	9.9 10.6 11.2	53 42 29 12 19 18 1	38.8 26.6 22.5 32.1 25.2 21.4 ----
17.	93. 85. 42. 11.		65 47 45 10 8 23 26 8	42.8 32.5 25.8 23.4 40.5 31.4 25.1 24.0
20.	92. 82. 9.		61 73 67 5 9 29	---- 33.1 25.6 ---- 30.9 25.5
20.	93. 89. 9. 4.	8.6 8.7 10.4 9.1	332 301 222 28 23 46 63 10	45.4 31.8 26.3 23.8 40.2 29.4 23.8 19.5
17.	94.		109 42	31.2 28.4

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
CALIFORNIA (CONTD)																				
VICTOR VALLEY COLLEGE		IV				1				29.0	29.0				1				33.6	33.6
VISTA COLLEGE		IV								----	----								----	----
WEST COAST CHRISTIAN C		IIC					----				----						----			----
WEST HILLS COLLEGE		IV				1				31.7	31.7				1				37.3	37.3
WEST LOS ANGELES COLLEGE		IV				1*				33.3	33.3				1*				38.4	38.4
WEST VALLEY COLLEGE		IV				1				31.7	31.7				1				37.1	37.1
WESTMONT COLLEGE		IIB	3	3	1		27.2	22.8	21.1	----	23.7	2	3	2		32.4	26.9	23.9	----	27.8
WHITTIER COLLEGE		IIA	3	4	4	2	33.2	25.1	19.8	18.7	25.2	2	3	4	3	39.9	30.2	23.1	21.9	30.1
WOODBURY UNIVERSITY		IV				1				27.6	27.6				1				32.4	32.4
WORLD COLLEGE WEST		IV								----	----								----	----
THE WRIGHT INSTITUTE		IIC																		
YUBA COLLEGE		IV				1				30.0	30.0				1				35.1	35.1
COLORADO																				
ADAMS STATE COLLEGE		IIA	4	4	4		29.4	24.2	20.2		25.8	4	4	3		35.3	29.5	25.0		31.2
AIMS COMMUNITY COLLEGE		IV				3				21.9	21.9				2				26.5	26.5
ARAPAHOE CMTY COLLEGE		IV				3				21.1	21.1				3				24.7	24.7
BLAIR JC		IV				5				9.4	9.4				5				10.5	10.5
COLORADO COLLEGE		IIB	1*	1	2	2	38.3	28.0	20.8	17.8	28.7	1*	1	2	2	47.5	34.2	24.6	20.4	34.9
COLORADO MOUNTAIN C		III	4	5	3		25.7	19.8	19.8	----	21.9	4	5	3		29.9	23.2	23.3	----	25.8
COLORADO NORTHWESTERN CC		IV				2				24.3	24.3				2				27.8	27.8
COLORADO SCHOOL OF MINES		IIC	1	1	2	1	38.8	29.6	23.3	24.4	32.1	1	1	1	1*	46.3	35.9	28.6	29.9	38.7
COLORADO STATE UNIVERSITY	1	I	5	4	4	3	33.8	26.6	22.7	17.8	29.0	5	5	4	4	38.7	30.5	26.1	20.6	33.2
COLO TECHNICAL COLLEGE		IIC				4				13.1	13.1				5				14.3	14.3
CC OF DENVER AURARIA CAM		IV				3				19.4	19.4				4				22.3	22.3
CC OF DENVER NORTH CAMPUS		IV				3				20.5	20.5				3				23.4	23.4
CC DENVER RED ROCKS CAM		IV				3				19.7	19.7				4				22.5	22.5
DENVER CONS BAPT SEM		IIC	5				18.3	----			17.7	5				21.6	----			21.0
FORT LEWIS COLLEGE	1	IIB	2	2	2		29.3	27.8	20.7	----	24.8	2	2	2		33.7	27.6	24.1	----	28.7
ILIFF SCHOOL OF THEOLOGY		IIC					----	-- -			36.5					----	----			42.7
INTERMOUNTAIN BIBLE C		IIC								----	----								----	----
LAMAR COMMUNITY COLLEGE		IV				4				16.4	16.4				4				20.2	20.2
LORETTO HEIGHTS COLLEGE		IIB	3	3	5	4	27.0	21.1	15.8	14.2	18.3	2	3	4	4	32.4	25.1	18.7	16.2	21.7
MESA COLLEGE	1	IIB	3	2	2	2	26.9	23.1	19.4	16.7	22.5	2	2	2	2	32.5	28.3	23.8	20.2	27.4
METROPOLITAN ST COLLEGE		IIB	2	2	1	1	29.6	24.6	21.3	18.2	25.5	2	2	1	1	35.5	29.8	26.1	22.6	30.8
MORGAN COMMUNITY COLLEGE		IV				3				20.1	20.1				3				23.8	23.8
NAROPA INSTITUTE		IV				5				7.2	7.2				5				7.5	7.5
NAZARENE BIBLE COLLEGE		III	5				18.6		----		17.0	5				23.0		----		21.4
NORTHEASTERN JR COLLEGE		IV				2				22.6	22.6				3				25.6	25.6
OTERO JUNIOR COLLEGE	1	IV				3				21.2	21.2				3				24.9	24.9
PIKES PEAK CMTY COLLEGE		IV				3				20.8	20.8				3				24.4	24.4
PUEBLO VOCATIONAL CC		IV				3				21.6	21.6				3				25.4	25.4
REGIS COLLEGE		IIB	2	3	3		27.6	22.4	18.6	----	21.6	3	3	3		32.1	26.1	21.5	----	25.0
TRINIDAD STATE JR COLLEGE	1	IV				3				19.9	19.9				3				23.2	23.2
U OF COLORADO AT BOULDER		I	4	4	3	1	34.6	26.9	23.4	21.0	30.6	5	5	4	2	39.5	31.0	27.1	23.2	35.1
U OF COLO COLO SPRINGS		IIA	3	3	2		32.7	26.6	22.4		26.5	3	3	3		37.2	30.5	25.8		30.3
U OF COLO AT DENVER		IIA	2	4	2	5	33.6	25.5	22.2	15.1	26.4	3	4	3	5	38.3	29.4	25.7	17.7	30.4
U OF COLO HLTH SCI CENTER		IIC	1	1	1	1	35.8	30.1	24.3	21.4	27.7	2	1	1	1	42.3	36.1	29.4	25.1	33.1
UNIVERSITY OF DENVER		I	3	3	3	1	37.5	28.1	23.4	21.4	28.8	4	4	4	1	43.8	32.8	27.1	24.6	33.5
U OF NORTHERN COLORADO	10	I	5	5	5	5	30.3	22.8	18.7	16.3	25.1	5	5	5	4	35.5	26.8	22.0	19.7	29.4
U OF SOUTHERN COLORADO		IIB	2	1	1	2	29.8	25.8	21.7	16.8	25.8	2	2	1	2	34.5	30.0	25.2	19.7	29.9
WESTERN BIBLE COLLEGE		IIC								----	----								----	----
WESTERN ST COLLEGE COLO		IIA	4	5	5	5	29.8	23.3	19.3	15.3	24.3	4	4	4	4	35.4	28.3	23.4	18.7	29.3
CONNECTICUT																				
ALBERTUS MAGNUS COLLEGE		IIB	3	3	3		25.3	21.7	18.0	----	20.7	4	4	4		27.2	24.2	20.4	----	23.0
ASNUNTUCK CMTY COLLEGE	11	III					----	----	----	----	21.3					----	----	----	----	26.1
BRIARWOOD COLLEGE		IV																		
CENTRAL CONN ST COLLEGE	11	IIA	2	2	1	1	34.5	27.9	23.8	19.9	27.8	2	2	1	1	40.9	33.3	28.5	23.8	33.1
CONNECTICUT COLLEGE		IIA	3	3	4	2	32.9	25.8	20.7	18.6	26.7	3	3	4	3	39.6	31.5	24.5	21.8	32.2
EASTERN CONN ST COLLEGE	11	IIB	1	1	1		34.3	27.3	22.4		28.4	1	1	1		40.4	32.7	27.4		33.9
FAIRFIELD UNIVERSITY		IIA	3	2	1		33.3	28.1	23.7	----	27.8	2	2	1		39.9	33.7	28.4	----	33.3
GREATER HARTFORD CC	11	III	3	2	2		28.6	24 9	21.6	----	24.7	3	2	2		34.1	29.8	26.1	----	29.7
GREATER NEW HAVEN TECH C	11	III			2	1			21.8	20.8	21.3			3	1			25.0	24.7	24.8
HARTFORD COLLEGE WOMEN		IV								----	----								----	----
HARTFORD GRADUATE CENTER		IIC	2	2			29.8	26.6	----		28.1	2	2			37.7	33.3	----		35.1
HARTFORD SEMINARY		IIC	2				29.4				29.4	1				43.6				43.6
HARTFORD ST TECH COLLEGE	11	III	2	1	1		31.5	27.0	23.2		26.5	2	2	1		37.2	32.4	28.1		31.8
HOLY APOSTLES COLLEGE	LFO	IIC	4	3		5	22.3	22.0		10.0	17.7	5	4		5	23.7	23.2		10.7	18.8
HOUSATONIC REGIONAL CC	11	III	3	3	1		27.7	24.3	24.4	----	25.1	3	3	1		33.3	29.5	29.7	----	30.4
MANCHESTER CMTY COLLEGE	11	III	3	3	2	3	27.9	23.7	22.0	17.0	23.8	3	3	2	3	33.7	28.8	26.4	20.3	28.7
MATTATUCK CMTY COLLEGE	11	III	3	2	2	3	27.4	24.8	21.8	17.2	23.8	3	2	2	2	32.8	29.9	26.5	21.5	28.7
MIDDLESEX CMTY COLLEGE	11	III	3	2	1		27.9	25.1	22.7		25.0	3	2	1		33.5	30.4	27.8		30.3
MITCHELL COLLEGE		IV				4				17.0	17.0				4				21.6	21.6
MOHEGAN COMMUNITY COLLEGE	11	III	3	3	3		26.9	23.6	20.1		23.6	3	3	2		32.2	29.0	25.3		29.1
NTHWSTN CONN CMTY COLLEGE	11	III		3			----	24.4	----	----	24.2		3			----	29.8	----	----	29.7
NORWALK COMMUNITY COLLEGE	11	III	3	2	2		28.0	24.9	22.3	----	24.3	3	2	1		34.3	30.9	27.9	----	30.2
NORWALK ST TECH COLLEGE	11	III	2	2	1		30.5	26.4	24.9		26.7	2	2	1		36.8	31.6	29.9		32.1
POST COLLEGE		III		3	5			23.0	17.7		20.7		3	4			28.4	22.4		25.7
QUINEBAUG VALLEY CC	11	III							----		----							----		----
QUINNIPIAC COLLEGE		IIB	1	1	1	1	33.4	27.4	22.0	18.5	26.4	1	1	1	1	40.7	33.3	26.5	21.8	32.0
SACRED HEART UNIVERSITY		IIB	2	2	3		28.9	23.8	18.6	----	21.9	2	2	2		34.8	28.9	22.8	----	26.6
SAINT JOSEPH COLLEGE		IIB	3	3	2	2	25.8	22.5	19.7	16.8	20.8	3	3	2	2	29.6	25.8	22.7	19.4	24.0
SOUTH CEN CMTY COLLEGE	11	III		3	3		----	23.4	20.3	----	22.5		3	3		----	28.5	25.0	----	27.5
SOUTHERN CONN ST UNIV	11	IIA	2	2	1	1	34.6	27.5	24.2	20.6	28.9	2	2	1	1	41.0	33.2	29.4	25.4	34.7
THAMES VLY STATE TECH C	11	III	2	1*	2		31.2	32.3	22.5	----	26.9	2	1*	2		38.0	40.0	27.5	----	32.7
TRINITY COLLEGE		IIA	1*	2	3		39.8	28.3	21.5		31.6	1*	1	3		48.9	35.1	25.7		38.9
TUNXIS COMMUNITY COLLEGE	11	III		3			----	22.9	----	----	22.4		3			----	28.9	----	----	28.5
UNIVERSITY OF BRIDGEPORT		IIA	1	2	1	1	36.9	28.4	25.4	19.9	30.0	1	2	2	2	43.4	33.9	27.7	22.9	35.5
UNIV OF CONNECTICUT	11	I	2	2	2	1	41.3	29.8	24.4	22.2	33.5	2	2	1	1*	48.9	36.3	30.2	27.7	40.3
UNIVERSITY OF HARTFORD		IIA	3	3	3	2	33.1	26.8	21.7	18.4	25.3	2	2	2	2	40.0	32.6	26.7	23.0	31.0
UNIVERSITY OF NEW HAVEN		IIA	4	4	3		29.1	24.6	21.7		25.4	4	4	3		34.0	28.6	25.3		29.6
WATERBURY ST TECH COLLEGE	11	III	2	1	1		31.0	27.3	23.6	----	26.0	2	1	1		37.8	33.2	27.6	----	31.3
WESLEYAN UNIVERSITY		IIA	1*	1	2	2	40.4	28.5	22.2	19.1	31.6	1*	1	2	2	51.2	36.3	28.7	22.2	40.0
WESTERN CONN ST COLLEGE	11	IIA	3	3	2	2	33.0	26.5	22.7	18.4	27.0	3	3	2	2	38.5	31.9	27.7	22.8	32.4
YALE UNIVERSITY		I	1*	3	4	3	49.1	29.2	22.9	18.2	36.5	1*	3	4	4	57.9	34.1	26.4	20.1	42.7
DELAWARE																				
BRANDYWINE C OF WIDENER U		III		5	5	5		17.6	14.1	12.6	15.6		5	5	5		21.8	19.9	15.9	19.4
DELAWARE STATE COLLEGE	4	IIB	1	1	1	1	33.4	27.3	22.6	18.4	24.2	1	1	1	1	38.6	31.8	26.4	21.7	28.3
DEL TECH&COMM COLL-STHRN		IV																		
DEL TECH CC STAN-WILMGTN		IV				2				22.9	22.9				3				25.6	25.6
DEL TECH & CC TERRY CAM		IV				3				22.1	22.1				3				24.8	24.8
GOLDEY BEACOM COLLEGE		IIC		4	5		----	20.4	18.5		20.1		4	4		----	24.5	21.7		23.8
UNIVERSITY OF DELAWARE		I	3	3	4	3	40.3	28.4	22.4	18.4	29.1	2	2	2	2	50.1	36.1	28.7	23.9	36.8
WESLEY COLLEGE		III	5	5	5	5	19.6	19.3	16.1	11.4	17.2	5	5	5	5	23.0	22.3	18.2	12.6	19.8

(6)	(7)	(8)	(9)	(10)
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY PR AO AI IN	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC) PR AO AI IN	NUMBER OF FULL-TIME FACULTY MEN PR AO AI IN WOMEN PR AO AI IN	AVERAGE SALARY BY RANK AND BY SEX MEN PR AO AI IN WOMEN PR AO AI IN
16.	92.		48 25	29.5 28.2
---	ALL		5	----
---	ALL		4 1 1 1	----
18.	95.		35 5	---- ----
15.	92.		88 42	33.8 32.1
17.	91.		118 54	32.4 30.3
18.	ALL 46.	5.5 7.5 11.7 -----	15 11 12 2 2 2 1	---- ---- ---- ---- ---- ---- ---- ----
19.	83. 74. 33. 22.		22 27 15 5 2 3 9 4	---- 25.3 20.5 ---- ---- 26.4 18.7 ----
17.			10 8	29.7 25.0
---			4	----
17.	89.		88 34	30.9 27.8
21.	ALL 75. 39.		36 22 8 1 3 2 10 1	---- 24.2 20.0 ---- 20.4
21.	75.		65 34	21.9 21.8
17.			58 44	23.1 18.5
12.			5 7	---- ----
22.	ALL ALL 9.	8.5 10.8 13.0 13.0	45 33 24 4 2 6 19 4	---- 28.0 21.1 ---- ---- 28.1 20.3 ----
17.			19 7 9 5 1 3 4 1	25.7 ---- ---- ---- ---- ----
14.			20 9	24.5 24.0
21.			83 54 32 6 2 11	38.8 29.6 23.3 24.4 23.2
15.	97. 84. 38.		437 250 153 7 12 45 46 6	33.9 26.8 22.8 18.8 31.0 25.2 22.3 16.7
9.			17 4	---- ----
15.			49 33	19.3 19.6
14.			68 43	21.3 19.2
14.			76 21	19.8 19.4
19.	67. 80.		9 5 2	18.3 ----
16.	98. 85. 18.		43 38 28 4 4 9 6 1	---- 24.3 20.7 ---- ---- 21.8 20.6
17.	ALL ALL		6 4 1 1 1 1	---- ----
---	ALL	-----	4	----
23.			15 5	---- ----
18.	ALL 90. 17.	8.3 8.6 8.9 9.0	5 2 8 1 4 8 21 7	---- ---- 13.3 ---- ---- ---- 16.8 ----
22.	92. 80. 65. 22.		32 32 28 5 4 8 15 4	---- 23.3 20.0 ---- ---- 22.4 18.2 ----
21.	98. 85. 46. 25.	3.4 4.4 4.3 3.7	103 81 55 7 22 21 29 5	29.8 24.7 21.3 ---- 28.7 24.2 21.4 ----
18.			7 7	20.9 19.3
5.			4 3	---- ----
26.			7 1 1 1 2 3	18.6 ----
13.	66.	7.8	52 10	22.6 22.7
17.			25 10	21.8 19.6
17.		1.9	107 49	21.7 18.9
17.	67.	4.1	28 11	22.0 20.7
16.	89. 85. 24.	9.0 9.1 10.3 -----	8 19 12 2 1 8 5 1	---- 22.4 ---- ---- ---- 22.4 ---- ----
17.		5.4	32 14	20.5 18.5
15.	ALL 88. 11. 50.	7.3 7.7 7.7 7.0	484 195 108 1 17 37 44 5	34.7 27.2 23.8 ---- 30.5 25.3 22.4 ----
15.	94. 72. 6.	6.9 7.2 8.2 -----	30 41 32 2 2 5 16 1	32.7 ---- 23.4 ---- ---- 20.5
15.	82. 62. 9. 17.		65 75 58 9 11 18 19 3	34.1 26.3 22.4 ---- 30.4 22.1 21.3 ----
20.	95. 57. 7.		9 9 10 1 10 14 32 11	38.6 33.0 29.7 ---- 33.3 28.4 22.7 21.4
16.	95. 91. 17.	11.1 11.4 7.2 33.0	123 117 83 9 21 20 40 8	37.9 27.6 24.0 21.8 35.2 30.8 21.9 20.9
17.	99. 89. 30. 6.	5.0 4.6 3.9 -----	169 97 50 4 28 40 40 14	30.6 23.0 18.8 ---- 28.2 22.5 18.6 ----
16.	97. 80. 63. 40.	6.6 7.6 9.3 -----	69 56 32 3 5 9 19 7	---- 26.1 22.6 ---- ---- 24.4 20.2 ----
13.			3 4 2	---- ----
20.	ALL 91. 70. 15.	3.2 3.6 5.3 4.7	47 31 22 9 5 2 8 4	---- 23.3 20.1 ---- ---- 16.8 ----
11.	ALL 89.	14.6 11.3 9.3 -----	7 9 10 3	25.3 21.7 18.0 ----
23.	ALL 60. 25.	.8	3 3 4 2 2 4	---- ---- ---- ----
19.	ALL 97. 64. 24.		93 94 194 6 15 25 47 11	34.7 28.1 23.7 21.3 33.5 26.9 23.9 19.1
21.	98. 89. 17.	11.8 12.3 13.5 -----	32 24 27 3 16 14 8 3	33.0 25.7 20.8 ---- 32.7 26.0 20.1 ----
20.	ALL 95. 45.	9.1 10.3 10.8 -----	35 32 23 2 6 8 10 1	34.2 27.2 22.6 34.7 27.4 22.1
20.	96. 88. 63.	9.5 9.7 9.4 -----	41 48 47 2 8 9 19 2	33.7 28.0 24.2 ---- 31.5 28.3 22.3 ----
20.	ALL 91. 56.		14 7 4 2 1 4 5 4	28.6 ---- ---- ---- ---- ----
17.	ALL 69.		2 9 9 1 4 5	---- ---- ---- ----
---	ALL		3	----
25.	11.	12.1 ----- ----- -----	9 7 5 2	29.8 26.6 ----
48.	22.		6 3	---- ----
20.	ALL ALL 65.		12 15 15 1 5	31.5 27.0 ---- ----
6.			8 11 1 11 1 2	22.3 22.0 10.0
21.	ALL 96. 91. 25.	8.0 8.4 8.8 -----	12 17 9 3 3 6 2 1	---- 24.6 24.4 ---- ---- 23.3 ----
21.	ALL 88. 68. 14.		24 16 16 3 6 8 9 3	28.3 24.2 23.0 ---- 26.2 22.8 20.2 ----
21.	94. ALL 68.	8.1 8.8 8.4 10.0	12 15 10 3 5 8 9 4	---- 25.3 22.4 ---- ---- 24.0 21.1 ----
21.	ALL ALL 86.	7.9 8.2 8.7 -----	7 15 9 3 5 5	---- ---- ---- ---- ---- ----
27.	71.		18 6	17.4 15.8
23.	ALL 92. 78.		8 7 5 2 6 4	---- 23.5 ---- ---- 23.6 ----
23.	ALL ALL 75. 20.		4 11 3 2 2 1 1 3	---- 24.4 ---- ----
24.	ALL 96. 69.	8.0 5.9 9.6 12.5	6 12 9 2 6 13 4 4	29.5 26.2 ---- 26.4 23.8 ---- ----
20.	91. ALL 76.		10 11 19 1 2 2	---- ---- ---- ---- ---- ----
25.	27.	----- 7.0 7.0 -----	1 9 3 1 6 9 1	23.1 ---- 22.9 ----
---	ALL ALL 50.		2 1 1 1 1 3	----
21.	95. 70. 29.	9.6 8.1 8.3 8.9	35 41 27 2 4 9 31 8	---- 27.4 22.1 ---- 27.8 22.0 18.5
21.	ALL 44.	9.0 9.0 10.0 -----	5 25 18 2 4 14 14 3	---- 24.5 18.8 ---- ---- 22.7 18.4 ----
15.	ALL 87. 38.	7.1 7.5 8.6 7.0	4 8 9 4 4 7 15 7	---- 22.8 19.4 ---- ---- 22.1 19.8 ----
22.		8.0 8.6 8.7 9.6	5 9 7 1 2 5 1 4	---- ---- 20.3 ---- ----
20.	ALL 92. 80. 56.	5.0 11.1 11.5 9.1	115 80 57 6 35 51 52 12	34.3 27.7 24.5 21.8 35.7 27.3 23.8 20.0
22.	ALL ALL 88.	8.2 8.3 9.0 -----	10 9 14 3 3	31.2 32.8 ---- ---- ----
23.	98. 85.	11.6 11.8 12.7	51 38 13 9 13	39.8 28.7 21.5 26.7 21.5
27.	ALL 77. 43.		5 5 2 3 8 5 1	---- ---- ---- ---- ----
18.	89. 83. 30. 5.	12.4 12.4 12.4 12.4	87 69 27 9 14 29 26 11	37.2 28.8 24.7 21.6 34.8 27.4 21.9 18.2
20.	98. 86. 25. 6.	8.7 10.0 11.0 11.4	471 280 141 20 42 71 68 15	41.7 30.2 25.0 23.6 36.7 28.7 23.2 20.5
22.	87. 68. 22.		64 90 71 11 3 10 37 15	---- 26.7 22.0 19.0 ---- 27.2 21.0 18.0
17.	95. 65. 33.		40 50 27 3 4 6 2	---- ---- 21.9 ---- ---- 21.0
20.	ALL ALL 88.		10 11 16 2 1 1	31.0 27.3 ---- ---- ---- ----
27.	94. 93.	5.9 10.0 11.8 11.4	97 57 29 6 5 14 21 5	---- 28.7 22.3 ---- ---- 27.7 22.2 ----
20.	97. 84. 50. 40.		45 35 31 3 14 14 25 7	33.0 26.8 22.6 ---- 32.9 25.6 22.8 ----
17.	ALL 23.	10.8 12.1 14.6 12.8	361 109 138 14 15 36 72 17	49.3 29.2 23.4 19.0 45.4 29.0 21.9 17.5
24.		7.3 8.0 -----	6 5 1 6 5 11	18.9 ---- 16.3 ---- 12.6
17.	ALL 71. 67.	48.0 7.0 7.0 7.0	17 59 25 11 6 5 24 21	33.9 ---- 22.4 18.5 32.0 ---- 22.8 18.4
12.		8.1 17.2	54 60	23.9 22.0
12.		4.2	19 15	21.7 16.7
18.		----- ----- 10.0 -----	1 3 2 4 3 11 1	---- ---- ---- ---- 18.5
26.	ALL 97.	6.2 6.7 6.8 6.7	235 211 144 4 13 55 69 17	40.5 28.6 23.0 ---- 36.5 27.6 21.3 ----
15.	85. 69. 24.		9 9 8 4 4 9 6	---- ---- 16.1 ---- ---- 16.2 11.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
DELAWARE (CONTD)																				
WILMINGTON COLLEGE		IIB		5				13.4			13.4		5				15.6			15.6
DISTRICT OF COLUMBIA																				
AMERICAN UNIVERSITY		I	3	3	1	1	37.6	28.8	24.8	20.9	31.0	3	3	2	2	45.8	34.9	28.8	24.0	37.3
CATHOLIC U OF AMERICA		I	5	5	5	4	33.3	25.9	20.7	17.7	25.4	5	5	5	4	38.2	29.6	23.6	19.9	29.0
CORCORAN SCHOOL OF ART		IIC		4	4			18.0	17.6		17.7		5	4			21.0	20.2		20.4
GALLAUDET COLLEGE		IIA	1	1*	1	2	36.5	30.3	24.3	18.8	27.6	2	1	2	3	41.2	35.0	27.8	21.6	31.5
GEORGE WASH UNIVERSITY		I	2	2	2	4	41.1	30.1	23.8	17.5	33.7	2	2	2	3	49.8	37.1	29.3	21.8	41.0
GEORGETOWN UNIVERSITY		I	1	1	3	4	42.9	31.2	23.4	17.5	30.9	1	1	2	3	52.8	39.2	29.4	22.1	38.6
HOWARD UNIVERSITY		I	4	3	2	2	37.0	28.5	23.7	19.7	28.0	4	3	3	2	43.9	34.2	28.6	23.9	33.5
MOUNT VERNON COLLEGE	4	IIB			2		----	----	20.1		24.5			2		----	----	24.2		29.5
SOUTHEASTERN UNIVERSITY		IV	1*				7.8				7.8	1*				8.7				8.7
STRAYER COLLEGE		IIC				3		----	----	15.4	16.5				3		----	----	17.8	18.9
TRINITY COLLEGE		IIB	2	3	3	3	28.7	22.4	18.4	16.4	20.8	2	3	3	3	33.6	26.3	21.0	18.2	23.9
UNIVERSITY OF DC		IIA	1	1	1	1	36.4	28.8	23.5	20.2	28.5	1	1	1	1	44.8	35.7	28.5	24.2	34.9
WESLEY THEOL SEMINARY		IIC	3				28.1	----	----		27.1	3				31.9	----	----		30.5
FLORIDA																				
ART INST FT LAUDERDALE		IV				5				15.0	15.0				5				18.5	18.5
BARRY UNIV		IIA	5	5	5		26.1	22.8	18.3		21.6	5	5	5		29.5	26.2	20.9		24.7
BETHUNE COOKMAN COLLEGE		IIB	4	5	1*	4	22.0	18.4	23.2	14.4	19.4	4	5	1	5	25.9	21.0	25.4	16.0	21.6
BISCAYNE COLLEGE	LFO	IIB	5	4	4	4	20.0	19.5	17.1	14.6	17.3	5	4	4	4	22.9	22.2	19.4	16.7	19.7
BREVARD CMTY COLLEGE		IV				3				20.0	20.0				3				22.5	22.5
BROWARD CMTY COLLEGE		IV				3				21.6	21.6				3				24.4	24.4
CENTRAL FLA CMTY COLLEGE	PNA	IV																		
COLLEGE OF BOCA RATON		III			5			----	15.5	----	14.7			5			----	17.1	----	16.5
DAYTONA BCH CMTY COLLEGE		IV								21.6	21.6				3				24.2	24.2
ECKERD COLLEGE		IIB	3	2	3		26.9	23.0	19.0		24.0	2	2	2		33.0	28.2	23.4		29.4
EDISON COMMUNITY COLLEGE		IV				4				16.8	16.8				4				19.1	19.1
EDWARD WATERS COLLEGE		IIB		5	5			13.8	12.6	----	13.0		5	5			15.7	14.0	----	14.6
EMBRY-RIDDLE AERON U		IIB	2	2	2	3	30.7	24.0	19.3	15.7	19.0	2	2	2	3	35.9	28.0	22.6	18.4	22.3
FLA AGRICULTURAL & MECH U		IIA	2	3	3	3	34.8	26.4	21.4	17.9	25.7	3	4	4	4	38.0	29.0	23.7	19.8	28.2
FLA ATLANTIC UNIVERSITY		IIA	2	3	2	3	33.9	26.6	22.1	18.3	28.3	3	4	3	3	37.6	29.6	24.9	21.0	31.5
FLORIDA COLLEGE		IV				4				16.7	16.7				5				18.8	18.8
FLORIDA INST TECHNOLOGY		IIA	4	4	4	5	29.2	25.1	20.2	15.1	21.5	4	4	4	5	33.2	28.6	23.2	17.4	24.7
FLORIDA INTERNATIONAL U		IIA	2	3	3	3	35.1	26.5	21.9	18.3	26.4	3	4	4	4	37.9	28.8	23.8	19.9	28.6
FLA JR COLLEGE JACKSONVL		IV				3				21.9	21.9				3				25.2	25.2
FLORIDA KEYS CMTY COLLEGE		IV				4				18.9	18.9				4				20.9	20.9
FLORIDA STATE UNIVERSITY		I	4	5	5	3	36.3	26.2	21.6	18.3	29.2	5	5	5	4	39.1	28.6	23.5	20.0	31.7
GULF COAST CMTY COLLEGE		III		4	2	1	----	22.3	21.0	19.3	21.4		4	3	2	----	24.7	23.3	21.4	23.7
HILLSBOROUGH CMTY COLLEGE		III	5	5	5	5	20.3	18.3	12.5	11.8	18.9	5	5	5	5	22.7	20.6	14.4	13.6	21.2
INDIAN RIVER CMTY COLLEGE		III	2	1	1	1	29.9	27.1	22.7	19.7	23.0	3	2	2	2	33.1	30.0	25.4	21.6	25.5
JACKSONVILLE UNIVERSITY		IIB	4	4	5		22.7	18.9	15.8	----	19.3	4	5	5		25.6	21.3	17.3	----	21.6
LAKE CITY CMTY COLLEGE		IV				3				21.0	21.0				3				23.4	23.4
LAKE-SUMTER CMTY COLLEGE		IV				3				20.5	20.5				3				22.8	22.8
MANATEE JUNIOR COLLEGE		III	5	5	4		21.4	19.5	18.7	----	19.0	5	5	5		23.9	21.9	21.0	----	21.3
MIAMI CHRISTIAN COLLEGE		IIC					----	----			17.9					----	----			20.3
MIAMI-DADE CMTY COLLEGE		III	3	4	4	4	27.0	22.6	18.2	15.3	22.3	4	4	5	5	30.1	25.3	20.5	17.3	25.0
MORRIS JC OF BUSINESS		IV				5				7.8	7.8				5				8.4	8.4
NORTH FLORIDA JR COLLEGE		IV				3				21.1	21.1				3				23.5	23.5
NOVA UNIVERSITY		I	1	2	2		42.6	29.8	24.2		31.9	2	2	2		50.6	36.2	29.5		38.3
OKALOOSA-WALTON JUNIOR C		IV				3				22.2	22.2				3				25.4	25.4
PALM BCH ATLANTIC COLLEGE		IIB		5	4		----	18.5	16.5	----	17.5		5	4		----	21.2	18.9	----	20.0
PALM BEACH JUNIOR COLLEGE		III	5	5	4	3	21.7	19.2	19.1	17.3	18.0	5	5	4	4	24.1	21.5	21.4	19.5	20.2
PASCO-HERNANDO CC		IV				4				16.5	16.5				5				18.3	18.3
PENSACOLA JUNIOR COLLEGE		III	2	2	2	3	29.5	25.0	22.1	17.5	23.2	3	3	3	3	32.6	27.7	24.6	19.7	25.8
POLK COMMUNITY COLLEGE		IV				3				21.6	21.6				3				23.8	23.8
RINGLING SCH ART-DESIGN		IV				3				19.2	19.2				4				22.1	22.1
ROLLINS COLLEGE		IIA	3	3	3		32.7	26.8	21.8		27.7	3	3	4		37.9	31.1	24.9		32.0
SAINT JOHNS RIVER CC		IV				4				17.1	17.1				5				18.9	18.9
SAINT LEO COLLEGE	LFO	IIB	5	5	5		21.0	17.4	14.9	----	16.2	5	5	5		24.0	19.7	17.0	----	18.4
SAINT PETERSBG JR COLLEGE		IV				3				20.7	20.7				3				25.5	25.5
SANTA FE CMTY COLLEGE		IV				3				21.1	21.1				3				23.2	23.2
SEM SAINT VINCENT DE PAUL		IIC					----		----		7.1					----		----		8.4
SEMINOLE CMTY COLLEGE		IV				3				21.6	21.6				3				24.0	24.0
SOUTH FLORIDA JR COLLEGE		IV				3				21.9	21.9				3				26.2	26.2
STHESTN C ASSEMBLIES GOD		IIC	4	4	4		21.9	19.2	18.1		19.5	4	4	4		25.6	22.5	21.3		22.9
STETSON UNIVERSITY		IIA	4	5	4	5	30.3	22.6	20.3	14.4	24.5	4	5	4	5	36.1	27.2	24.5	16.8	29.3
TALLAHASSEE CMTY COLLEGE	1	IV				2				23.2	23.2				3				25.7	25.7
TAMPA TECH INSTITUTE		III	5	5	5		18.0	14.5	12.6		13.8	5	5	5		19.7	16.0	13.9		15.2
U OF CENTRAL FLORIDA		IIA	2	3	2	4	34.5	26.9	22.5	16.9	26.7	3	4	3	4	37.9	29.7	25.0	19.0	29.5
UNIVERSITY OF FLORIDA		I	3	4	2	4	37.7	27.6	24.1	17.0	30.3	4	5	4	5	41.1	30.5	26.8	19.5	33.3
UNIVERSITY OF MIAMI		I	4	3	4	2	37.4	28.0	22.8	19.3	29.9	4	4	4	4	41.2	31.4	26.1	21.4	33.4
U OF NORTH FLORIDA		IIA	3	3	3		32.6	26.5	22.1		26.7	3	4	4		36.4	29.7	24.9		29.9
U OF SOUTH FLORIDA	12	I	4	4	5	1	35.2	26.5	21.7	20.4	28.5	4	4	4	1	42.0	32.0	26.3	24.6	34.3
UNIVERSITY OF TAMPA		IIB	2	3	4		28.4	21.6	17.7	----	22.3	3	4	4		31.9	24.2	19.5	----	24.9
U OF WEST FLORIDA		IIA	3	3	3	3	32.5	26.7	21.6	18.2	25.8	4	4	4	3	35.7	29.5	24.1	20.4	28.5
VALENCIA CMTY COLLEGE		IV				3				21.8	21.8				2				26.6	26.6
WEBBER COLLEGE		III		5				19.1			19.1		5				22.0			22.0
GEORGIA																				
ABRAHAM BALDWIN AGRL C	2	III	3	4	3	2	27.4	22.7	20.4	17.7	21.3	4	4	4	3	30.1	25.2	22.8	19.8	23.7
AGNES SCOTT COLLEGE		IIB	2	2	2	2	29.7	24.0	19.5	17.0	24.0	2	2	2	2	35.4	28.8	23.0	19.7	28.5
ALBANY JUNIOR COLLEGE	1	III		4	3		----	22.7	20.5	----	21.6		4	4		----	25.0	22.3	----	23.4
ALBANY STATE COLLEGE		IIB	1	1	1	2	31.2	25.7	21.5	17.6	24.1	1	2	1	2	37.2	30.4	25.5	20.7	28.6
ATLANTA JUNIOR COLLEGE	2	III		3	2	1		24.6	21.4	19.9	21.7		3	3	2		27.3	23.9	22.1	24.2
AUGUSTA COLLEGE		IIA	3	3	4	2	33.2	26.2	20.9	18.4	24.8	2	3	3	2	40.2	31.8	25.5	22.4	30.1
BAINBRIDGE JUNIOR COLLEGE	2	III			2	3		----	22.2	16.8	20.6			3	4		----	24.4	19.0	22.9
BERRY COLLEGE		IIB	2	2	2		30.6	24.5	20.3	----	24.1	2	2	2		36.3	28.7	23.9	----	28.4
BRENAU COLLEGE		IIB		4	3		----	19.8	18.2		19.0		4	4		----	21.9	19.9		20.9
BRUNSWICK JUNIOR COLLEGE	2	III		3	3	3	----	24.5	20.8	16.7	20.0		3	3	4	----	27.2	23.2	18.7	22.3
CLAYTON JUNIOR COLLEGE		III		3	2	2	----	23.1	21.3	18.7	21.4		4	3	3	----	25.5	23.5	20.6	23.6
COLUMBIA THEOLOGICAL SEM		IIC	3				24.1				24.1	3				34.3				34.3
COLUMBUS COLLEGE	2	IIA	4	4	3	3	29.4	25.1	21.7	17.1	24.7	5	4	4	4	32.2	27.7	24.0	19.3	27.3
DALTON JUNIOR COLLEGE		III		3	2	5		24.3	21.3	14.7	20.1		3	3	5		27.1	24.0	16.6	22.6
DEKALB COMMUNITY COLLEGE		IV				2				24.0	24.0				3				24.3	24.3
DRAUGHON'S JC BUSINESS		IV				5				9.0	9.0				5				9.8	9.8
EMANUEL CO JUNIOR COLLEGE	1	III			2				21.2		21.2			3				23.5		23.5
EMMANUEL COLLEGE		IV				5				14.9	14.9				5				17.0	17.0
EMORY UNIVERSITY		I	3	3	3	4	38.8	28.1	23.4	16.8	29.9	3	4	3	3	45.6	33.5	28.1	16.5	35.5
FLOYD JUNIOR COLLEGE		III		3	4		----	23.7	19.5		22.0		4	4		----	26.4	21.9		24.5
FORT VALLEY STATE COLL		IIB																		
GAINESVILLE JR COLLEGE	2	III	3	4	4	2	26.7	22.8	19.7	17.7	21.2	4	4	4	4	29.2	25.1	21.8	19.5	23.3
GEORGIA COLLEGE	2	IIA	4	4	4	4	30.4	24.5	20.1	17.0	23.9	4	4	5	4	34.1	27.6	22.9	19.5	27.0
GA INST OF TECHN MAIN CAM	2	IIC	1	1	1	1*	40.9	30.7	26.5	25.6	34.0	1	2	1	1*	44.0	33.5	29.1	28.1	36.9
GEORGIA SOUTHERN COLLEGE		IIA	3	3	4	5	31.2	25.6	20.9	15.1	23.5	4	4	4	5	34.4	28.7	23.3	16.9	26.1
GA SOUTHWESTERN COLLEGE	2	IIA	4	3	3	3	29.9	26.2	21.4	17.8	24.5	5	4	4	4	32.8	29.1	23.8	19.9	27.1
GEORGIA STATE UNIVERSITY		I	3	2	2	4	40.1	29.6	24.0	17.7	31.3	4	4	4	4	45.2	32.5	26.6	19.8	34.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.									1	6	1	1		1	2			13.4						
20.	99.	82.	11.		7.2	9.2	9.9	16.0	133	98	56	17	26	30	24	10	38.0	29.3	24.9	21.3	35.8	27.2	24.6	20.2
14.	94.	69.	10.						74	86	65	3	6	23	67	5	33.8	26.2	20.8	----	27.2	24.5	20.7	----
15.									2	8	14				3			18.0	----				----	
14.	93.	83.	47.	13.	7.7	8.1	7.6	9.2	36	43	28	16	7	21	40	23	36.7	30.0	24.8	19.5	35.3	30.9	24.0	18.4
22.	95.	67.	15.		10.6	11.1	13.0	12.3	235	121	70	7	27	30	35	17	41.6	30.6	24.5	19.5	36.3	28.3	22.4	16.7
25.	92.	89.	29.	5.	10.1	10.6	11.5	11.0	117	131	67	13	8	18	65	28	43.1	31.5	24.4	20.1	40.2	29.3	22.4	16.3
20.	90.	78.	15.						215	174	138	39	36	77	107	61	37.3	28.8	24.0	20.0	35.0	27.9	23.3	19.5
20.	80.	50.	20.						1	4	5		4	2	5	2		----	----		----		----	
11.									125				28				7.8				7.8			
15.									2	5	7	8		3	2	9		----	----	15.4				15.4
15.	ALL	77.							2	2	7	3	9	11	14	6			18.5	----	28.7	22.4	18.4	----
23.									137	128	111	20	39	79	106	27	36.5	29.1	23.4	20.4	35.8	28.5	23.5	20.1
13.	ALL					-----	-----		15	1	1		1	1	1		----	----	----		----	----	----	
23.												22				16				16.3				13.1
14.					6.0	6.2	7.4	-----	6	15	11	1	11	18	25	1	----	23.7	19.0		----	22.0	17.9	
12.	30.	20.	10.		-----			.3	9	13	25	13	1	7	16	21	22.0	----	27.2	14.1		----	16.8	14.6
14.	62.	14.	4.		5.1	5.4	8.4	6.6	10	5	21	7	3	2	5	10	----	----	----	14.4	----	----	----	14.7
13.				76.								138				85				20.7				18.9
13.				66.				7.0				180				139				22.4				20.6
12.		40.								3	4	2			2	3		----	----	----			----	----
12.				63.				6.0				111				82				22.8				20.1
23.	97.	71.	17.		5.3	5.4	5.6		32	11	11		3	3	7		----	----	19.4		----	----	18.4	
14.				46.								45				27				17.2				16.0
12.										9	11	2		4	3	4		13.8	----				----	----
17.	85.	33.	11.	3.					11	44	80	103	2	4	15	14	30.7	----	19.7	15.7		----	17.3	15.3
10.	93.	61.	28.						55	77	66	17	16	23	50	13	34.8	26.5	22.2	18.3	34.8	25.8	20.5	17.5
11.	95.	84.	32.						116	74	47	8	7	20	26	2	34.1	27.2	22.8	----	30.9	24.3	21.0	----
13.												18				5				----				----
15.									20	47	56	29	2	1	6	10	29.2	25.1	----	15.5			----	13.9
8.	86.	77.	6.		8.3	9.1	8.8	8.9	76	138	77	13	9	31	41	18	35.5	26.9	22.7	18.7	32.4	24.9	20.4	18.0
15.				77.								204				184				22.5				21.2
11.				73.								25				5				----				----
8.	97.	84.	2.		7.1	7.4	8.3	10.3	352	234	133	7	38	86	79	8	36.6	26.6	22.2	19.1	33.1	25.2	20.6	17.7
11.	ALL	82.	69.	50.					5	9	16	3	1	13	13	3	----	22.3	21.2	----		22.3	20.9	----
12.	93.	72.	11.						59	32	3	6	37	25	6	1	20.4	19.4	----	11.8	20.3	17.0	----	
11.	89.	82.	67.	42.					8	12	24	15	1	5	22	18	29.9	----	22.7	19.5		----	22.7	19.8
12.	ALL	88.	25.		16.1	19.7	10.7	-----	29	19	21	4	9	7	3	1	22.6	18.7	----	----	23.1	19.5	----	----
12.				32.								50				22				21.3				20.3
11.				69.				6.1				25				14				20.5				20.4
12.	50.	64.	66.	71.					6	8	29	2	2	6	30	5	21.4	21.8	19.2			16.4	18.1	----
14.									3	4	2				1		----	----						
12.	99.	97.	58.	3.					161	204	56	32	48	127	74	45	27.2	23.1	18.6	15.3	26.2	21.8	17.8	15.3
9.												3				3				----				----
12.				81.								18				14				21.4				20.7
20.	39.	6.							19	13	14		1	4	5		42.6	----	----			----	----	
15.				92.								45				27				22.5				21.7
16.									2	8	7	2	2	4	4	2	----	----	----	----	----	----	----	----
12.	ALL	88.	77.	70.					5	11	24	55	3	5	6	64	----	----	18.9	17.5	----	----	19.7	17.2
11.				47.								33				18				16.9				15.8
11.	98.	ALL	98.	34.					37	41	46	32	14	29	48	26	29.4	24.9	22.5	17.3	29.8	25.1	21.7	17.7
10.				75.				9.7				60				45				23.8				18.8
15.												17				3				----				----
16.	93.	69.	17.						38	36	20	1	3	15	10	2	----	27.9	21.7		----	24.3	22.0	
10.				73.								32				13				17.6				15.7
14.	86.	92.	59.	25.	4.5	6.0	5.8	-----	6	9	19	3	1	4	8	1	----	----	14.7	----	----	----	15.3	----
23.				70.								172				141				22.1				19.1
10.				76.								106				105				21.6				20.6
17.	ALL	ALL	67.						5	2	3			1			----		----					
11.				80.								61				51				22.3				20.7
19.				93.								19				9				23.0				19.6
17.									8	14	7			3	3		21.9	----	----			----	----	
20.	98.	78.	21.		10.8	9.6	11.3	11.5	47	26	26	3	7	6	8	8	30.8	22.8	20.5	----	27.0	21.3	19.8	----
11.				72.				12.6				39				39				22.9				23.5
10.									6	11	24		2		4		18.0	14.5	----				----	
11.	87.	84.	21.		6.7	7.1	8.2	6.5	102	127	100	17	7	15	33	15	----	27.1	23.0	17.3	----	25.0	20.7	16.5
10.	93.	83.	11.	4.	7.3	8.0	8.7	8.5	732	540	434	20	37	90	118	28	38.0	27.9	24.6	18.8	32.6	25.7	22.2	15.6
12.	93.	70.	7.		12.6	14.2	16.0	-----	247	161	101	9	20	26	48	12	37.8	28.3	23.2	21.0	32.3	26.1	21.8	17.9
12.	94.	81.	21.						43	54	31	2	4	21	25	3	32.6	26.9	22.8			25.5	21.2	
20.	97.	90.	15.		7.3	7.5	8.7	8.4	309	241	113	18	25	56	58	18	35.4	26.7	22.0	20.8	32.9	25.7	21.1	20.0
12.	92.	76.	5.		14.3	9.5	12.2	-----	23	30	16	2	1	7	5	1	----	21.8	----	----	----	20.6	----	----
11.	98.	94.	41.		7.0	7.8	8.3	7.8	54	89	27	11	2	19	24	9	----	26.9	22.3	19.0	----	26.1	20.9	17.2
22.				74.								87				74				23.1				20.2
15.	ALL	9.	50.							9			1	2	2			19.1						
11.	ALL	96.	40.						11	18	21	9		9	19	10	27.4	22.5	20.4	17.9		23.0	20.4	17.6
19.	ALL	91.	35.		9.8	10.4	10.7	12.3	9	13	8	2	13	10	9	5	30.1	24.1	20.4	----	29.5	23.9	18.7	----
10.	ALL	68.	34.		-----	6.0	6.4	-----	4	13	17		1	9	18	4	----	23.0	21.5		----	22.1	19.6	----
19.	85.	79.	45.		7.0	5.7	8.5	6.8	21	26	26	9	6	8	34	5	----	25.4	21.9	----	----	26.5	21.2	----
11.	ALL	ALL	62.		-----	6.3	5.4	4.7	1	8	14	4		3	20	3		24.6	21.7	----			21.2	----
22.	94.	85.	36.		8.2	6.8	6.3	6.7	26	36	27	9	7	12	23	11	----	26.4	20.8	18.6	----	25.5	21.1	18.2
11.		67.	17.			6.9	7.1	8.7		7	6	6		2	6	3		----	----	----			----	----
18.	83.	57.	15.						22	16	22	4	1	5	11	1	30.6	----	20.1	----		----	20.6	
10.			3.						4	5	14	2		7	25	2	----	----	18.1			----	18.2	
11.	ALL	80.	29.		-----	-----	7.6	8.3	1	8	9	9	1	2	5	12	----	----	21.2	16.6	----	----	20.3	16.8
10.	ALL	81.	3.						6	12	18	7	3	9	16	18	----	22.7	21.2	----		23.6	21.3	----
42.	83.								17	2			1				24.1							
10.	94.	92.	42.		5.9	6.6	7.2	6.2	43	55	20	8	10	21	25	10	29.7	25.3	21.2	17.6	27.8	24.5	22.0	16.7
12.		77.	52.							12	17	9		1	12	10		24.3	21.7	15.0			20.8	14.4
1.				82.				6.5				153				147				25.0				23.0
9.												4				14				----				----
11.		ALL	33.							2	11	2		1	1				21.2					
14.				18.								6				5				----				----
18.	94.	87.	2.						243	119	86	1	10	30	48	14	39.4	28.5	23.8	---	30.0	26.6	22.8	----
12.	ALL	ALL	30.		7.8	5.8	5.6	6.6	7	5	16	1	2	6	11	2	----	----	19.7		----	----	19.3	
					6.5	5.2	5.1	7.3																
10.	ALL	ALL	26.						4	5	11	6	4	3	12	1	----	----	20.8	----	----	----	18.7	----
13.	87.	78.	20.		6.5	6.6	6.9	5.4	22	26	28	1	8	20	21	6	30.8	24.7	19.8		29.3	24.2	20.5	17.0
9.	96.	81.	12.						227	153	110	6	4	14	14	1	----	31.0	26.8	25.6	----	27.0	23.5	
11.	95.	87.	40.		9.3	6.4	7.4	8.0	64	76	76	11	9	9	54	39	31.3	25.8	21.8	15.9	30.4	25.5	19.8	14.9
11.	85.	95.	47.		6.8	7.6	6.5	7.0	39	27	24	3	6	4	21	5	29.7	----	22.5	----	30.7	----	20.1	----
9.	94.	90.	25.		6.3	6.6	6.8	6.2	223	196	110	8	25	67	63	30	40.3	30.3	24.4	17.6	37.6	27.7	23.4	17.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INSTITUTE CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
GEORGIA (CONTD)																				
GORDON JUNIOR COLLEGE		III		3	3	4		24.6	20.0	15.9	19.0		3	4	4		27.0	22.3	17.8	21.1
INTRDENOMINATL THEOL CTR		IIC		4		4	----	20.2		14.1	19.5		4		4	----	24.4		16.0	23.1
KENNESAW COLLEGE	2	IIB	1	1	1*	1*	33.1	27.1	24.0	20.3	24.9	2	2	1	1	36.0	29.8	26.5	22.4	27.3
LA GRANGE COLLEGE	PNA	IIB																		
MACON JUNIOR COLLEGE		III		3	3	4	----	24.3	20.2	15.1	20.3		3	4	5	----	27.0	23.7	17.2	22.8
MERCER U MAIN CAMPUS		IIB	1	1	1	2	33.3	26.6	21.3	17.9	26.1	1	1	1	1	39.1	31.6	25.5	21.4	30.9
MERCER U IN ATLANTA		IIB		4	3	3	----	19.9	18.8	16.5	19.3		4	2	2	----	23.8	22.6	19.8	23.1
MIDDLE GEORGIA COLLEGE	2	III	4	3	3		25.7	23.0	20.0	----	21.2	4	4	4		28.5	25.5	22.4	----	22 6
MOREHOUSE COLLEGE		IIB	4	5	5	4	24.2	17.5	16.2	14.2	18.0	4	5	5	5	27.1	19.7	17.8	15.5	20.0
MORRIS BROWN COLLEGE		IIB	5	5	5	5	20.2	15.6	13.4	11.5	14.0	5	5	5	5	21.8	17.1	14.6	12.4	15.2
NORTH GEORGIA COLLEGE	2	IIA	4	4	3	3	28.6	24.5	21.7	17.4	23.9	5	5	4	4	31.8	27.2	24.0	19.5	26.6
OGLETHORPE UNIVERSITY		IIB	1	2	3		31.5	23.6	18.5		24.6	2	2	3		36.5	27.6	22.0		28.7
PAINE COLLEGE		IIB		4	4	3	----	20.8	17.2	16.7	17.9		4	4	4	----	23.4	19.1	17.6	19.8
PHILLIPS COLLEGE		IV				5				9.0	9.0				5				9.0	9.0
PIEDMONT COLLEGE		IIB	5	5			12.4	11.0	----		11.1	5	5			13.9	12.0	----		12.3
REINHARDT COLLEGE		III						----			----						----			----
SAVANNAH STATE COLLEGE		IIB	1	2	1	1	31.5	25.0	21.7	18.8	25.4	2	3	2	2	33.7	27.0	23.3	20.2	27.2
SHORTER COLLEGE		IIB	3	4	4		25.2	19.3	16.5		19.0	4	4	4	--	28.6	22.4	18.9		21 8
SOUTH GEORGIA COLLEGE	2	III		2	2	2		24.6	21.4	18.0	20.5		3	3	3		27.7	24.1	20.4	23.1
MERCER U STHN SCHOOL PHAR		IIC			3		----	----	20.8		22.1			2		--	----	24.9		26.5
STHN TECH INST	2	IIC	2	2	2		29.0	25.1	22.7		24.7	3	3	3		31.5	27.5	24.9		27.0
SPELMAN COLLEGE		IIB	4	3	4	5	23.8	21.1	16.7	12.9	17.9	4	4	4	5	27.4	24.0	19.1	14.7	20.5
THOMAS COUNTY CC		III					----	----	----	----	15.4					----	----	----	----	17.4
TOCCOA FALLS COLLEGE		IIC			5		----		15.8	----	15.9			5		----		17.8	----	17.9
TRUETT MCCONNELL COLLEGE		IV				5				11.4	11.4				5				13.0	13.0
UNIVERSITY OF GEORGIA		I	2	2	3	4	41.1	29.8	23.2	17.6	30.5	3	4	5	5	44.3	32.7	25.7	19.6	33.3
VALDOSTA STATE COLLEGE		IIB	2	2	1	1	30.3	25.4	22.0	18.7	24.8	2	2	2	2	33.7	28.3	24.2	21.2	27.5
WAYCROSS JUNIOR COLLEGE	2	III			2			----	21.8	----	21.4			3			----	24.1	----	23.7
WESLEYAN COLLEGE		IIB	5	5	3		20.2	16.9	18.1	----	18.3	5	5	4		25.0	20.3	20.5	----	21.6
WEST GEORGIA COLLEGE		IIA	4	4	4	5	30.5	24.7	19.9	11.7	23.1	4	4	5	5	33.8	27.6	22.5	13.5	25.9
HAWAII																				
CHAMINADE U OF HONOLULU		IIB	4	4	4	5	23.8	19.9	17.4	13.8	18.9	4	4	4	4	27.6	24.0	20.2	16.3	22.2
HAWAII LOA COLLEGE		IIB		4	4		----	19.2	16.7	----	17.5		4	4		----	22.4	19.7	----	20.3
HAWAII PACIFIC COLLEGE		IIC						----	----	----	17.2						----	----	----	20.6
U OF HAWAII HONOLULU CC	13	IV				2				25.2	25.2				1				32.5	32.5
U OF HAWAII KAPIOLANI CC	13	IV				1				27.0	27.0				1				34.8	34.8
U OF HAWAII KAUAI CC	13	IV				2				25.3	25.3				1				32.6	32.6
U OF HAWAII LEEWARD CC	13	IV				2				26.4	26.4				1				34.0	34.0
U OF HAWAII MAUI CC	13	IV				2				25.7	25.7				1				33.2	33.2
U OF HAWAII AT MANOA	13	I	3	3	2	2	38.1	28.8	23.6	19.7	31.0	2	2	1	1	48.5	37.1	30.6	25.6	39.8
U OF HAWAII AT HILO	13	IIB	1	1	1		34.7	27.7	22.1		26.2	1*	1*	1*		44.6	35.8	28.6		33.9
U OF HAWAII WEST OAHU C	13	IIB		2				24.3	----		22.9		1				31.3	----		29.6
U OF HAWAII WINDWARD CC	13	IV				2				24.0	24.0				2				31.1	31.1
IDAHO																				
BOISE STATE UNIVERSITY		IIA	5	5	4	3	28.1	23.8	20.1	17.6	24.1	4	4	4	3	34.1	29.0	24.6	21.7	29.4
COLLEGE OF IDAHO		IIB	4	4	4		22.5	20.6	16.3		20.4	4	4	5		26.0	23.6	18.1		23.4
COLLEGE OF SOUTHERN IDAHO		III	4	4	4	1	25.0	21.6	19.2	19.3	21.3	4	4	3	2	30.2	26.2	23.3	23.4	25.9
IDAHO STATE UNIVERSITY		IIA	4	4	4	2	29.0	24.3	20.8	19.1	22.8	4	4	3	2	35.3	29.7	25.5	23.6	27.8
LEWIS-CLARK ST COLLEGE		IIB	3	2	2		25.4	22.9	19.3		22.6	3	2	2		31.0	28.0	23.8		27.6
NORTH IDAHO COLLEGE		IV				3				21.9	21.9				2				27.0	27.0
NTHWST NAZARENE COLLEGE		IIB	4	4	3	3	24.3	19.6	18.6	15.5	20.4	3	4	3	3	29.3	23.7	22.5	18.9	24.7
UNIVERSITY OF IDAHO		I	5	5	5		31.7	25.4	21.4		27.3	5	5	4		38.0	30.5	25.8		32 8
ILLINOIS																				
AMERICAN CONSV OF MUSIC		IIC	4	5			21.5	15.7			18.4	5	5			23.6	17.8			20.6
AUGUSTANA COLLEGE		IIB	1	1	1	1	34.1	27.7	22.2	18.1	26.0	1	1	1	1	40.2	32.6	26.3	21.6	30.7
AURORA COLLEGE		IIB	3	3	2		25.4	22.5	20.5		22.4	3	3	2		29.9	26.3	23.5		26.1
BARAT COLLEGE		IIB	5	5	5	5	21.0	18.1	15.9	11.9	17.0	5	5	5	5	24.6	19.9	17.7	13.0	19.1
BELLEVILLE AREA COLLEGE		IV				1				30.1	30.1				1				33.5	33.5
BETHANY THEOLOGICAL SEM		IIC	3				26.0	----			24.3	3				30.9	----			29.0
BLACK HAWK C EAST CAMPUS		III		4	3			22.4	20.1	----	20.7		4	3			25.6	23.2	----	23.8
BLACK HAWK C QUAD-CITIES		III	2	2	3	2	29.4	26.1	20.7	18.0	24.2	3	3	3	3	33.3	29.8	23.8	20.8	27.7
BLACKBURN COLLEGE		IIB				1				20.1	20.1				1				23.1	23.1
BRADLEY UNIVERSITY		IIA	3	2	2	3	32.5	27.3	22.6	17.2	27.2	3	3	3	4	37.0	31.5	26.0	19.4	31.1
CARL SANDBURG COLLEGE		IV				3				21.0	21.0				3				24.3	24.3
CATHOLIC THEOL UNION		IIC	3		4		25.0	----	17.5		21.6	4		5		25.3	----	17.7		21.9
CHICAGO STATE UNIVERSITY	6	IIA	5	5	5	4	27.7	23.3	19.2	16.1	22.7	5	5	5	4	32.3	27.4	22.8	19.2	26.7
CHICAGO THEOL SEMINARY		IIC																		
CITY C CHGO CITY-WIDE C		III	2	2	1	1	32.0	26.1	23.6	20.5	24.2	2	2	1	1	37.8	31.2	28.4	24.8	29.1
CITY C CHICAGO DALEY C		III	1	1	1*	1	32.4	30.3	28.3	20.7	29.4	2	1	1*	1	38.3	36.0	33.6	25.1	35.0
CITY C CHGO KENNEDY-KING		III	1	1*	1*	1*	33.2	30.6	27.4	23.4	27.2	1	1	1*	1*	39.2	36.3	32.6	28.1	32.5
CITY C CHICAGO LOOP C		III	1	1	1*	1	33.3	30.2	27.8	21.0	28.7	1	1	1*	1	39.4	35.9	33.1	25.5	34.2
CITY C CHGO MALCOLM X C		III	1	1	1*	1*	32.9	27.1	26.2	23.2	25.4	2	2	1	1*	38.6	32.3	31.3	27.8	30.4
CITY C CHGO OLIVE-HARVEY		III	2	1	1*	1*	31.9	30.3	27.5	22.6	28.2	2	1	1*	1	37.8	36.0	32.7	27.3	33.6
CITY C CHGO TRUMAN C		III	1	1	1	2	33.2	30.1	25.2	18.0	26.9	1	1	1	2	39.2	35.7	30.1	22.0	32.0
CITY C CHICAGO WRIGHT C		III	1	1*	1*	2	34.4	31.0	28.3	18.3	30.4	1	1	1*	2	40.5	36.7	33.6	22.4	36.0
COLLEGE OF DUPAGE		IV				1				29.7	29.7				1				34.3	34.3
COLLEGE OF LAKE COUNTY		IV				1				27.2	27.2				2				31.0	31.0
COLLEGE OF SAINT FRANCIS		IIB		2	2		----	23.2	20.2	----	21.7		2	2		----	27.8	24.5	----	26.1
COLUMBIA COLLEGE		IIB				1*				26.9	26.9				1*				29.9	29.9
CONCORDIA COLLEGE		IIC	3	3	3		24.1	22.1	19.0	----	21.5	3	3	3		30.0	27.8	23.4	----	26.8
DEPAUL UNIVERSITY		IIA	1	1	1	2	36.3	29.0	23.2	18.6	28.4	1	1	2	2	43.8	35.4	28.0	22.2	34.4
EASTERN ILL UNIVERSITY		IIA	5	5	5	4	28.2	22.7	18.9	16.4	23.2	5	5	5	4	32.9	26.8	22.4	19.6	27.3
ELGIN COMMUNITY COLLEGE		IV				2				25.2	25.2				2				29.8	29.8
ELMHURST COLLEGE		IIB	1	2	2		31.0	25.3	20.5	----	23.9	1	2	2		37.3	30.2	24.0	----	28.3
EUREKA COLLEGE		IIB	5	5	5		20.6	16.4	14.7		17.0	5	5	5		24.7	20.2	18.2		20.7
GARRETT-EVANGELCL THEOL		IIC	2				29.9	----	----	----	28.2	2				35.9	----	----	----	33.7
GEORGE WILLIAMS COLLEGE		IIA	5	5	5		25.6	19.5	17.7		20.1	5	5	5		31.2	25.9	21.7		24.6
GOVERNORS ST UNIVERSITY		IIA									25.7									29.8
GREENVILLE COLLEGE		IIB	5	4	5		20.1	19.0	15.1		18.9	5	4	5		23.8	22.4	17.2		22.2
HIGHLAND CMTY COLLEGE		IV				2				25.6	25.6				2				27.9	27.9
ILL BENEDICTINE COLLEGE		IIB	2	3	2		28.4	22.5	19.4		23.1	2	3	3		32.9	25.6	21.7		26.3
ILLINOIS CENTRAL COLLEGE		III	1	1	1	1	32.7	27.9	24.0	19.4	26.5	2	2	1	2	38.1	32.7	28.3	23.2	31.1
ILLINOIS COLLEGE		IIB	2	2	4		27.7	24.1	17.8	----	23.5	3	2	4		31.7	27.5	20.0	----	26.7
ILL COLLEGE OF OPTOMETRY		IIC			1		----	----	24.3	----	24.3			2		----	----	28.2	----	30.7
DR WM SCHOLL C PODIATRIC		IIC		2	3		----	26.5	20.3		22.5		2	3		----	33.8	24.5		27.0
ILL ESTN CC FRONTIER CC		IV				4				17.6	17.6				4				20.6	20.6
ILL ESTN CC LINCOLN TRAIL C		IV				4				18.7	18.7				4				21.4	21.4
ILL ESTN CC OLNEY CEN C		IV				3				21.5	21.5				3				25.5	25.5
ILL ESTN CC WABASH VLY C		IV				2				23.7	23.7				2				27.2	27.2
ILLINOIS INST TECHNOLOGY		I	2	1	1	3	40.9	31.2	24.6	19.0	31.3	2	2	3	3	48.5	37.0	28.5	22.1	36.8
ILLINOIS STATE UNIVERSITY		I	5	5	5	5	31.2	25.0	20.8	16.7	24.9	5	5	5	4	36.4	29.4	24.6	19.9	29.3
ILLINOIS VLY CMTY COLLEGE		IV				2				24.5	24.5				2				28.0	28.0
ILLINOIS WESLEYAN UNIV		IIB	2	2	2	1	30.8	24.3	19.5	18.1	23.3	1	2	2	2	37.6	29.8	23.2	20.8	28.2
JOHN A LOGAN COLLEGE		IV				2				25.9	25.9				2				29.7	29.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
12.	50.	38.	8.						2	3	8	4		5	4	11		----	----	----		----	----	----
18.	80.	44.							5	8	1	4		1	3	3	----	20.2		----				----
10.	83.	57.	18.		6.7	6.8	6.7	6.2	11	23	34	8	1	21	15	25	33.1	27.1	24.0	21.2		27.1	24.2	20.0
12.	ALL	86.	35.						5	14	17	8		8	20	13	----	24.9	21.2	15.3		23.0	19.5	15.0
19.	ALL	90.	45.	6.					31	33	19	10	4	8	10	6	----	27.0	21.5	18.3	----	24.8	20.9	17.3
20.	40.	43.	25.						5	14	8	4		7	8	5	----	20.0	19.5	----		19.6	18.2	----
11.	78.	95.	33.						7	16	22	1	2	4	11	5	25.7	----	20.3			----	19.5	----
11.	59.	4.							17	17	9	18	5	9	7	7	----	18.0	16.4	14.5	----	16.6	15.9	13.4
9.	83.	38.	33.						2	15	15	11	4	10	13	14	----	16.1	13.7	11.9	----	15.0	13.0	11.1
11.	96.	90.	52.						24	13	18	4	3	7	13	7	----	24.6	22.0	----	----	24.4	21.2	----
17.	93.	70.	8.		8.3	9.1	8.7		12	6	10		2	4	2		31.5	----	18.5			----		
11.	ALL	18.	44.						3	8	9	6	1	3	7	11	----	20.8	17.1	----			17.3	----
																7								9.0
10.	ALL	44.							7	8	5		2	1	1		12.4	11.0	----					
---	67.	25.							2	3	1	1	1	1	2	2		----						
7.	95.	90.	38.		9.6	6.8	6.1	-----	31	22	23	6	6	7	22	3	31.3	25.6	22.6	----	32.4	23.2	20.8	----
15.	78.	69.	30.						7	12	12	1	2	4	8	2	25.2	----	18.1			----	14.2	
13.	ALL	77.	38.						3	7	7	14		6	6	7		----	22.3	18.3		----	20.4	17.2
20.	ALL	ALL							4	3	15	1	1	1	1		----	----	20.8					
9.	ALL	85.	11.						20	31	35		1	3	11	1	29.0	----	23.4			----	20.6	
14.	86.	84.	7.		4.7	15.0	16.9	16.4	7	6	12	5	7	13	15	17	20.6	22.3	16.2	----	27.1	20.6	17.0	----
13.					-----	-----	-----		1	1	2	1	1	1	3	1	----	----	----	----	----	----	----	----
13.									2		19	2	1		3	1	----		----	----	----		----	----
14.				ALL				12.5				12				8				12.7				9.5
9.	97.	90.	10.		6.2	6.8	7.0	6 8	447	387	259	42	16	49	119	49	41.3	29.9	23.5	17.9	37.6	28.7	22.4	17.3
11.	93.	65.	39.		6.8	6.8	6.9	7.1	47	38	60	8	11	14	25	10	30.6	25.7	22.7	18.4	29.0	24.4	20.4	19.1
11.		33.				-----	6.6	-----		2	6	2		1	4	1		----	----	----		----	----	----
18.	78.	90.							5	8	9		4	2	3	3	----	----	----			----	----	----
12.	91.	84.	30.		6.5	7.1	7.7	6.2	65	65	50	17	9	17	20	23	30.8	24.7	20.1	12.2	28.6	24.8	19.5	11.3
18.	92.	50.	36.		9.4	9.5	5.0	3.4	10	9	11	5	4	5	3	4	----	----	----	----	----	----	----	----
16.	67.	57.	25.		-----	1.6	.7	-----	3	6	5	4		1	3	1	----	----	----	----		----	----	----
19.									3	6	6			2	3	5		----	----					----
29.				65.								77				33				26.4				22.3
29.				73.								50				40				27.2				26.8
29.				61.								29				14				26.6				22.7
29.				82.								84				47				26.8				25.5
29.				59.								36				19				26.5				24.2
28.	96.	82.	25.	22.	9.3	12.2	15.0	15.5	404	199	157	12	27	42	102	38	38.3	28.9	23.8	19.6	35.2	28.0	23.4	19.8
29.	95.	91.	18.	25.					21	29	40	1	1	4	11	3	34.7	----	22.0			----	22.3	
29.		71.	20.							6	2			1	3			24.3						
29.				50.								18				18				23.1				24.9
22.	ALL	65.	29.	18.	6.7	6.8	6.6	6.6	94	90	50	3	11	25	27	8	28.2	24.0	20.5	----	27.2	23.0	19.4	----
14.	94.	50.			12.3	11.3	-----		14	10	7		3	2	2		----	----	----		----	----	----	
21.					3.6	4.4	4.7	10.7	19	14	24	12	6	10	10	3	24.8	21.5	20.4	----	25.5	21.8	16.2	----
22.	94.	91.	13.	50.	7.2	8.0	10.8	8.7	59	63	59	74	7	22	29	28	29.2	24.5	21.1	20.0	27.5	23.8	20.1	16.8
22.	ALL	50.	8.						11	19	7			7	5	1	25.4	22.8	----			23.2	----	
24.				68.								52				28				22.7				20.3
21.	11.	18.		7.	7.1	7.8	5.6	7.7	26	15	3	8	2	2	4	6	24.3	19.6	----	15.5			----	15.6
20.	96.	80.	21.		7.3	7.7	8.8	-----	147	108	59	2	10	20	16	1	31.7	25.7	21.7		32.0	23.7	20.6	
12.									6	6	1		4	3	1		----	----			----	----		
18.	ALL	92.	31.		11.0	12.0	14.0	16.1	27	20	35	4	3	5	14	9	----	----	22.5	----	----	----	21.4	----
16.	27.				10.6	9.8	10.3	-----	10	21	5		1	8	12		25.4	22.9	----			21.5	----	
12.	ALL	56.	15.		5.0	6.2	1.4	21.6	5	2	3	3	5	7	10	4	----	----	----	----	----	----	----	----
11.				92.								89				30				30.6				28.5
19.	ALL								8	1				2			26.0	----				----		
15.					-----	5.0	4.9	-----	2	6	6	2		3	2	3		----	20.1			----		----
14.	ALL	ALL	97.	36.		-----	-----	-----	23	24	15	6	7	20	16	16	29.4	27.1	21.2	----	29.3	25.0	20.1	----
15.				41.				9.1				29				10				20.7				18.5
15.	92.	77.	36.		9.8	9.8	9.5	9.1	80	74	55	4	14	13	30	8	33.6	27.6	23.7	----	25.9	25.5	20.6	----
16.				79.								30				26				21.4				20.6
1.	89.	60.	43.						9	4	4	2		1	3	1	25.0	----	----			----		
18.	92.	72.	25.		.2	.4	.1	1.7	67	51	36	10	23	32	43	24	28.1	24.0	19.8	15.5	26.5	22.1	18.8	16.3
					6.4	-----	-----																	
20.	ALL	92.	73.	26.	6.7	1.4	3.6	4.5	8	7	15	11		5	7	8	32.0	----	23.3	20.5		----	24.4	20.5
19.	ALL	98.	ALL	73.	4.5	6.1	5.0	4.5	27	32	27	7	6	15	10	4	32.6	30.5	28.8	----	31.7	30.0	26.8	----
19.	ALL	ALL	99.	92.	5.6	5.9	5.6	-11.7	12	30	53	55	7	29	45	29	33.2	30.7	27.8	23.3	33.0	30.5	26.9	23.5
19.	ALL	98.	95.	73.	4.7	2.4	5.8		30	35	37	11	6	26	22	15	33.5	30.5	28.2	20.5	32.5	29.9	27.1	21.4
20.	ALL	ALL	99.	91.	-----	6.5	5.7	6.7	1	16	36	35	6	10	34	30	----	27.3	27.2	23.5	----	26.9	25.2	22.8
19.	96.	ALL	ALL	70.	4.2	4.7	4.4	4.2	22	32	33	16	5	10	23	11	----	30.5	27.6	22.2	----	29.8	27.3	23.3
19.	ALL	98.	94.	39.	2.4	4.0	2.4	8.9	25	36	24	14	13	15	24	22	32.7	30.1	26.2	18.3	34.1	30.1	24.1	17.8
19.	ALL	98.	94.	59.	5.2	4.3	5.0	-1.0	50	48	37	8	17	12	10	9	34.1	31.1	28.6	19.4	35.0	30.4	27.2	17.4
15.				81.				8.3				149				56				30.5				27.5
14.				85.				6.0				111				64		----		27.6				26.3
20.	60.	30.	4.		-----	5.2	5.9	6.1	3	4	13	3	2	6	12	2	----	----	20.4	----	----	----	20.1	----
11.												34				10				27.1				26.2
25.	ALL	80.	91.						19	23	15	3	3	7	7	1	----	22.3	20.2	----	----	21.3	16.6	
21.	97.	75.	14.	4.	4.1	4.4	5.0	5.5	82	121	70	14	11	34	40	11	36.7	29.5	23.7	18.8	33.4	27.2	22.4	18.5
18.	98.	80.	40.		1.7	1.7	1.7	2.2	169	97	87	19	18	25	42	25	28.2	23.0	19.1	17.3	27.6	21.6	18.5	15.7
18.				76.				7.7				55				37				26.5				23.2
19.	ALL	92.	39.		7.1	7.2	7.0	11.0	19	21	26	1	4	3	25	4	----	----	20.7		----	----	20.4	----
22.	ALL	67.						-----	4	6	6		3	3	3	1	----	----	----		----	----	----	
20.	95.	33.			6.7	-----	-----		18	2		1	2	1	2		----	----		----	----	----	----	
22.	ALL	59.	41.					-----	10	10	9		4	7	13	2	----	19.6	17.4		----	19.5	17.9	
16.								2.5																
17.	ALL	50.							20	8	9		6	2	2	1	20.2	19.0	15.1		20.1			
18.								9.9				36				12				24.4				21.4
14.	95.	58.			13.7	14.5	14.4		15	14	21		6	10	5		28.3	23.2	----		28.8	21.5	----	
16.	ALL	99.	82.	42.	9.1	9.3	9.2	9.1	38	46	35	16	6	26	14	20	32.9	28.0	24.1	19.7	31.4	27.6	23.7	19.1
14.	ALL	88.	17.		9.9	10.1	-----	-----	13	14	3	4	2	2	3	2	27.7	24.1	----	----			----	
17.	ALL	40.			-----	-----	13.0	-----	2	4	17	1		1	6		----	----	24.5	----		----	23.9	
21.									3	7	11				3		----	26.5	----				----	
17.				40.				27.7				2				7								17.6
15.				54.				24.3				24				14				18.9				18.3
16.				79.				17.9				25				5				----				----
15.				73.				11.0				37				11				24.9				19.8
18.	ALL	83.			9.3	8.7	11.2	10.8	77	74	63	15	1	8	11	3	----	31.3	24.8	----	----	30.4	23.9	----
17.	96.	85.	29.		2.1	1.7	1.6	1.2	210	158	178	35	34	50	85	32	31.3	25.3	21.1	17.4	31.0	24.2	20.2	15.9
14.				82.								65				27				25.6				22.0
21.	88.	92.	33.		10.9	10.5	10.8	10.7	25	30	21	5	1	8	24	6	----	29.8	19.1	----	----	22.3	19.6	----
15.				85.								33				20				26.8				24.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
ILLINOIS (CONTD)																				
JOHN MARSHALL LAW SCHOOL		IIC	1*	1*			53.2	41.5	----	----	43.8	1*	1*			61.3	48.8	----	----	50.9
JOHN WOOD CMTY COLLEGE		IV				5				15.3	15.3				5				18.3	18.3
JOLIET JUNIOR COLLEGE		IV				1				27.3	27.3				1				33.1	33.1
JUDSON COLLEGE		IIB		4	4		----	19.7	16.5		19.1		4	4		----	24.0	20.2		23.2
KENDALL COLLEGE		IIB			3				18.4		18.4			4				20.4		20.4
KISHWAUKEE COLLEGE		IV				3				20.4	20.4				3				23.4	23.4
KNOX COLLEGE		IIB	1	1	2		33.0	26.4	20.3	----	26.2	1	1	2		40.8	34.6	24.0	----	32.6
LAKE FOREST COLLEGE		IIB	1	1	1	1	33.9	28.2	22.2	18.9	27.1	1*	1*	1	1	45.2	35.4	26.8	21.8	34.4
LAKE LAND COLLEGE		IV				3				22.0	22.0				3				26.0	26.0
LEWIS AND CLARK CC		III	4	3	2	2	26.3	23.2	21.2	18.8	21.8	3	3	3	2	30.7	27.1	24.9	22.2	25.5
LEWIS UNIVERSITY		IIA																		
LINCOLN CHRISTIAN COLLEGE		IIC	5				18.9	----	----		17.6	5				20.5	----	----		19.1
LINCOLN COLLEGE		III		5		4		19.7	----	15.3	16.8		4		4		24.9	----	18.4	20.7
LINCOLN LAND CMTY COLLEGE		IV				2				26.0	26.0				2				30.1	30.1
LOYOLA UNIV OF CHICAGO	14	I	4	2	2	1	36.7	29.3	24.1	22.5	28.9	4	3	3	1	42.5	34.4	28.5	26.7	33.9
LUTH SCH THEOLOGY CHICAGO		IIC	2				29.8				29.8	2				37.3				37.3
MCCORMICK THEOLOGICAL SEM		IIC	2				29.1				29.1	2				38.2				38.2
MCHENRY COUNTY COLLEGE		IV				2				23.7	23.7				2				28.4	28.4
MCKENDREE COLLEGE		IIB	4	4	2		24.3	20.0	19.7		21.1	4	4	3		28.7	23.7	22.4		24.5
MACMURRAY COLLEGE		IIB	3	4	3	2	26.0	20.6	18.2	16.9	20.4	3	4	4	3	30.2	24.2	20.5	19.0	23.3
MALLINCKRODT COLLEGE		IV				5				8.1	8.1				5				9.2	9.2
MIDSTATE COLLEGE		IV				5				13.4	13.4				5				15.0	15.0
MILLIKIN UNIVERSITY		IIB	2	2	2	3	30.6	24.7	20.1	16.1	22.8	2	2	2	3	35.5	28.7	23.3	18.5	26.4
MONMOUTH COLLEGE		IIB	3	3	3	2	26.7	22.9	19.2	16.8	22.9	3	3	3	2	30.8	26.5	21.8	19.5	26.4
MORAINE VLY CMTY COLLEGE		III	2	2	3	3	29.2	24.9	20.1	17.2	24.0	2	2	3	3	34.9	30.1	24.8	21.0	29.1
MORRISON INST OF TECHN		IV				5				8.8	8.8				5				10.0	10.0
MORTON COLLEGE		IV				1				27.0	27.0				1				32.4	32.4
MUNDELEIN COLLEGE		IIB	3	4	4		25.1	20.1	16.4	----	19.8	3	4	4		29.4	23.8	19.4	----	23.3
NORTH CENTRAL COLLEGE		IIB	2	2	2	2	28.4	25.2	20.3	17.5	22.6	2	2	2	2	33.2	29.6	23.2	19.7	26.0
NORTH PARK C & THEOL SEM		IIB	3	3	3	3	26.6	22.6	18.8	16.4	21.5	2	2	3	3	32.7	27.7	22.0	18.2	25.8
NTHESTN ILL UNIVERSITY		IIA	5	5	4	1	27.6	22.7	20.2	19.6	24.1	5	5	4	2	32.3	26.7	23.9	23.2	28.3
NORTHERN BAPT THEOL SEM		IIC	4				21.5				21.5	4				28.4				28.4
NORTHERN ILL UNIVERSITY		I	5	5	5	5	32.9	26.0	20.6	14.4	25.6	5	5	5	5	38.3	30.5	24.4	17.4	30.1
NORTHWESTERN UNIVERSITY		I	1	3	1	1*	42.6	29.0	25.0	26.8	34.7	2	3	3	1*	50.9	34.6	28.7	29.0	41.1
OAKTON COMMUNITY COLLEGE		III	2	2	1	1	30.3	26.7	23.9	21.3	26.9	2	2	1	1	35.3	31.3	28.2	25.2	31.5
OLIVET NAZARENE COLLEGE		IIB	4	4	4		23.7	20.9	17.5	----	19.4	4	3	3		29.0	25.6	21.6	----	23.8
PARKLAND COLLEGE		IV				2				24.2	24.2				2				28.9	28.9
PRAIRIE STATE COLLEGE		IV				1				30.8	30.8				1				35.5	35.5
PRINCIPIA COLLEGE		IIB	2	2	4	4	29.5	24.3	17.6	14.3	23.0	2	2	4	4	34.1	28.1	19.8	16.1	26.4
QUINCY COLLEGE		IIB	3	3	3		26.4	22.8	19.2	----	22.3	3	3	3		29.9	26.0	21.8	----	25.4
REND LAKE COLLEGE		III				1*				23.8	23.8				1*				27.6	27.6
RICHLAND CMTY COLLEGE		III	4	3	2		25.9	23.0	21.6	----	22.4	3	3	2		30.7	27.4	25.8	----	26.8
ROCK VALLEY COLLEGE		IV				2				23.7	23.7				2				28.2	28.2
ROCKFORD COLLEGE		IIB	3	3	3	4	26.9	21.2	19.0	14.1	21.9	3	4	3	4	31.0	24.5	22.0	16.3	25.2
ROOSEVELT UNIVERSITY		IIA	5	5	4	5	27.8	22.6	19.8	15.3	23.3	4	4	4	5	34.8	28.2	24.8	17.2	29.0
ROSARY COLLEGE		IIA		4	5			24.8	19.7	----	21.1		4	5			28.4	22.8	----	24.2
SANGAMON STATE UNIVERSITY		IIA	3	3	3		31.1	26.3	22.1	----	25.6	4	3	3		36.0	30.6	25.8	----	29.7
SAUK VALLEY COLLEGE	4	III	4	2	2	4	25.5	24.8	21.1	15.8	22.7	4	3	3	4	29.6	28.8	25.0	19.0	26.6
SCH ART INSTITUTE CHICAGO		IIC	2	3	3		29.2	24.2	19.7		24.3	2	2	2		37.7	31.1	25.3		31.2
SEABURY-WESTERN THEOL SEM		IIC					----				----					----				----
SHAWNEE COLLEGE		IV				4				18.6	18.6				3				22.5	22.5
STHN ILLINOIS U CARBONDL		I	5	5	5	4	32.7	25.1	20.4	17.5	24.6	5	5	5	4	38.0	29.4	24.2	20.9	28.9
STHN ILLINOIS U EDWARDSVL	1	IIA	4	4	3	4	29.6	25.0	21.7	17.0	25.8	4	4	3	3	34.6	29.4	25.7	20.4	30.3
SPERTUS COLLEGE JUDAICA		IIC	2				30.2				30.2	2				38.2				38.2
SPOON RIVER COLLEGE		IV				2				24.3	24.3				2				28.9	28.9
SPRINGFLD COLLEGE IN ILL	LFO	IV				5				14.1	14.1				5				15.7	15.7
STATE COMMUNITY COLLEGE		IV				3				19.1	19.1				4				22.4	22.4
THORNTON COMMUNITY COLLEGE		IV				1				27.8	27.8				1				32.4	32.4
TRINITY CHRISTIAN COLLEGE		IIB		2			----	25.0	----	----	22.5		2			----	29.2	----	----	25.9
TRINITY COLLEGE		IIB		4	4		----	19.0	16.8	----	18.2		5	4		----	21.6	19.3	----	20.8
TRINITY EVANGELCL DIV SCH		IIC	3	2	4		27.0	25.9	18.2		23.8	3	2	4		31.0	29.7	20.7		27.3
TRITON COLLEGE		IV				1				28.6	28.6				1				32.7	32.7
UNIVERSITY OF CHICAGO		I	1	1	1*	2	47.3	31.1	26.4	19.6	38.4	1	1	1*	2	57.6	37.8	32.2	23.9	46.7
U OF ILL URBANA CAMPUS		I	3	3	1	1*	40.3	28.2	24.9	23.0	33.4	3	4	3	1	45.0	31.8	28.2	26.0	37.4
U OF ILL CHICAGO CIRCLE		I	3	3	4	3	38.2	28.3	22.6	18.8	29.5	4	4	5	4	42.6	31.8	25.6	21.4	33.2
U ILL CMGO HLTH SCI CTR		IIC	1	1	2	4	38.6	28.3	23.1	14.5	26.8	1	2	2	4	43.1	31.9	26.2	17.0	30.3
WAUBONSEE CMTY COLLEGE		IV				2				26.1	26.1				2				31.0	31.0
WESTERN ILL UNIVERSITY		IIA	4	5	4	5	28.8	23.8	20.5	14.6	23.8	4	4	4	5	33.3	27.7	24.0	17.4	27.7
WHEATON COLLEGE		IIA	5	4	5		28.1	24.0	19.2		24.2	4	4	5		33.2	28.2	22.4		28.5
WM RAINEY HARPER COLLEGE		III	1*	1*	1	1	36.2	31.0	25.4	21.1	28.9	1	1	1	1	40.6	34.8	28.8	24.0	32.6
INDIANA																				
ANCILLA DOMINI COLLEGE	LFO	IV				5				13.7	13.7				5				14.6	14.6
ANDERSON COLLEGE		IIB	3	3	3	2	25.7	22.2	18.2	16.9	21.2	3	3	3	2	30.0	26.2	21.6	19.9	24.9
BALL STATE UNIVERSITY		I	5	5	5	5	31.9	25.3	20.3	14.2	25.5	5	5	5	5	37.7	30.2	24.5	17.5	30.5
BUTLER UNIVERSITY		IIA	4	4	4	3	29.6	25.4	19.8	17.3	24.8	4	4	5	3	34.9	29.6	22.9	20.9	29.1
CALUMET COLLEGE		IIB	5	5	5		21.3	17.9	14.7	----	18.0	4	4	5		26.3	22.8	18.5	----	22.5
CHRISTIAN THEOLOGICAL SEM		IIC	5				18.5				18.5	4				24.6				24.6
CLARK COLLEGE		IV				5				10.8	10.8				5				12.0	12.0
CONCORDIA THEOLOGICAL SEM		IIC	4	4			22.1	19.1	----		19.9	3	3			30.2	27.9	----		27.8
DEPAUW UNIVERSITY		IIA	3	2	2		33.2	27.5	22.2		28.0	2	2	2		40.2	33.5	27.0		34.0
EARLHAM COLLEGE		IIB	2	3	4		29.7	22.6	17.8		24.0	1	2	3		39.6	28.7	21.2		30.8
FORT WAYNE BIBLE COLLEGE		IIC		4			----	17.9	----		17.1		5			----	20.6	----		19.9
FRANKLIN COLLEGE INDIANA		IIB	5	5	4		20.5	17.7	17.6		18.6	5	5	4		24.1	21.0	20.7		21.9
GOSHEN BIBLICAL SEMINARY		IIC					----	----			17.5					----	----			21.3
GOSHEN COLLEGE	15	IIB	5	5	4		21.7	17.6	17.0	--	19.4	4	4	3		28.0	22.6	21.3	----	24.9
GRACE COLLEGE		IIB	4	4	4		25.7	20.0	17.4		20.5	4	4	4		27.1	22.9	20.2		23.5
HANOVER COLLEGE		IIB																		
HUNTINGTON COLLEGE		IIB		4		5	----	20.4	----	15.0	18.0		3		5	----	25.0	----	15.6	22.0
INDIANA CEN UNIVERSITY		IIA	5	5	5		26.7	22.9	19.2	----	21.6	5	5	5		32.3	27.2	22.5	----	25.7
INDIANA STATE U MAIN CAM		IIA	4	4	4	5	30.6	24.5	20.2	15.3	25.4	3	3	4	5	37.6	30.2	24.8	18.0	31.2
INDIANA ST U EVANSVL CAM		IIB	2	2	1	2	30.2	24.8	21.0	16.7	25.8	1	1	1	2	37.6	31.0	25.6	20.0	29.4
INDIANA U BLOOMINGTON		I	4	4	4		36.2	26.8	22.4	----	30.2	3	3	2		45.8	34.4	28.8	----	38.5
INDIANA UNIVERSITY EAST		III				5	----	----	17.3		19.3			4		----	----	22.7		25.1
IND-PURDUE U FORT WAYNE		IIA	4	3	4	3	30.5	26.1	20.6	17.4	23.7	3	2	3	3	38.1	33.2	26.4	20.5	30.0
IND-PURDUE U INDIANAPOLIS		IIA	2	3	4	5	34.6	25.7	20.5	14.7	25.4	1	2	2	4	43.7	33.0	26.6	19.4	32.6
INDIANA U AT KOKOMO		IIB	2	2	1		28.7	23.9	21.0		23.6	2	1	1		36.7	30.8	27.2		30.5
INDIANA U NORTHWEST		IIA	2	2	4		34.9	27.8	20.8	----	25.5	1	1	2		44.2	35.6	27.0	----	32.7
INDIANA U AT SOUTH BEND		IIA	3	3	4		32.0	26.3	20.4	----	25.1	2	2	3		40.8	33.9	26.5	----	32.3
INDIANA U SOUTHEAST		IIB	2	2	3		30.2	24.1	18.0		23.1	1	1	2		38.5	31.0	23.6		29.9
IND VOC TECH C-SOUTHEAST		IV				5				15.2	15.2				4				19.1	19.1
IND VOC TECH C-NTHWST		IV				5				15.8	15.8				4				19.4	19.4
IND VOC TECH C-COLUMBUS		IV				5				15.5	15.5				4				19.5	19.5
IND VOC TECH C-EAST CEN		IV				5				15.6	15.6				4				19.6	19.6
IND VOC TECH C-SOUTHWEST		IV				5				15.4	15.4				4				19.0	19.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL ALL								20	14	4	2	1	1	2	4	53.2	41.5	----					----
20.												7				14				17.8				14.0
21.				77.								113				38				27.7				25.5
22.	ALL 78.				-----	2.3	2.6		4	8	5		1	1	4		----	19.7	----				----	
11.									1	2	5	1		1	10	2			----				----	
15.				77.								41				25				20.4				20.4
24.	ALL ALL				10.6	11.0	14.7	-----	25	22	17	4		1	7		33.0	----	20.6	----		----	19.6	
27.	96. 94.				7.1	9.3	12.4	8.0	24	13	14	4	4	3	7	7	----	----	22.7	----	----	----	21.2	----
18.				89.								60				30				22.4				21.3
17.	ALL 88. 81. 50.				10.3	10.5	9.5	10.0	8	10	20	10	5	7	6	14	----	23.3	21.2	18.8	----	23.0	21.2	18.8
					.5	3.7	2.6	2.8																
9.					8.3	-----	-----		9	5	3				1		18.9	----	----					
23.	93.									10	3	20		4	1	8		----	----	15.5		----		14.8
16.				52.								94				50				26.7				24.5
17.	98. 78. 30. 13.				9.1	9.6	9.4	10.2	128	149	119	19	11	55	82	11	36.9	29.6	24.7	23.2	33.8	28.5	23.2	21.3
25.	ALL ALL								8	2	1				1		29.8							
31.	ALL								12	2	1	1	1		1		29.1							
20.				85.								43				16				24.2				22.5
16.	ALL 44. 18.				6.9	9.4	9.4	-----	7	7	6	3		2	5	3	24.3	20.0	----				----	
15.	ALL 53. 20.								13	13	14	6	2	2	6	4	26.0	20.6	18.4	----			17.8	----
14.																10								8.1
13.												5				4				----				----
16.	95. 77. 16.				9.6	9.6	9.6	10.3	19	25	27	8	2	5	10	9	----	----	20.1	17.0	----	----	20.1	15.3
15.	ALL ALL 18.				4.5	6.7	6.2	7.5	20	12	9	4		3	2	3	26.7	----	19.2	----		----		----
21.	ALL 95. 59. 33.								33	26	27	5	20	15	22	13	29.3	25.2	20.2	----	29.1	24.4	20.0	----
14.												9								8.8				
20.				79.								38				25				27.6				26.2
18.	93. ALL 45.								4	5	4	2	10	20	18	4	----	----	----		----	----	----	----
15.	ALL 73. 13.				7.9	8.1	8.3	-----	12	10	12	8	3	1	11	5	----	----	19.5	----	----	----	21.2	----
20	ALL 92. 25.				8.4	9.5	8.4	8.6	18	21	2	7	1	5	14	9	----	----	----	16.3	----	----	----	16.4
17.	99. 87. 54. 11.								115	63	47	1	37	34	38	8	28.1	23.1	20.5		26.3	22.0	19.8	19.6
33.	67.								6		2						21.5							
17.	96. 91. 74.						.5	1.7	301	230	149	57	41	50	96	61	33.1	26.2	20.8	14.2	31.4	24.9	20.3	14.7
18.	ALL 67. 4. 8.				3.3	5.0	7.6	14.5	381	157	147	11	19	29	60	2	42.8	29.1	25.5	----	39.9	28.4	23.6	----
17.	ALL 92. 58. 27.				9.4	9.6	10.5	-----	34	25	12	3	15	27	21	8	31.0	27.2	24.9	----	28.8	26.3	23.4	----
23.	88. 63. 19.								17	15	22	4		4	26		23.7	----	17.6	- --		----	17 5	
19.				82.	9.9							94				69				24.8				23.4
15.				83.								59				41				29.9				32.1
15.	93. 21.				8.5	7.7	7.9	9.6	13	19	5	3	2	5	8	4	----	----	----	----	----	----	----	----
16.	ALL 89. 18.				13.7	10.4	8.2	-----	12	31	14	3		7	3	2	26.4	23.1	----	----		21.8	----	
16.				77.								45				16				23.9				23.7
19.	ALL 82. 64. 38.								6	17	7	6	2	5	4	2	25.9	----	----	----		----	----	
19.				84.								100				39				24.7				21.2
15.	87. 73.				2.6	8.5	9.4	-----	20	18	12	3	3	8	6	3	----	21.1	20.4	----	----	21.5	16.3	----
25.	93. 64. 15.								52	41	29	3	7	15	19	4	28.1	23.1	20.2	----	25.7	21.4	19.2	----
15.	ALL 94. 48.								1	10	12		1	7	13	4		25.3	20.0			24.2	19.5	----
16.	78. 66. 10.				1.5	2.4	1.9	-----	29	53	39	1	3	15	22	1	----	26.3	22.5	----	----	26.5	21.3	----
17.	ALL ALL 71. 45.				8.4	8.0	7.8	8.1	10	17	9	2	1	5	5	9	25.5	----	----			----	----	15.8
29.	ALL ALL				7.4	9.7	7.2		12	21	7		3	9	9		----	24.2	19.6		----	24.3	19.8	
---	ALL ALL								5	2							----							
21.												13				16				21.4				16.2
17.	97. 89. 25. 20.				2.0	2.0	1.8	2.3	264	230	279	49	20	32	99	35	32.9	25.3	20.8	18.2	30.2	23.4	19.3	16.6
17.	99. 90. 48. 23.				1.9	1.9	1.8	3.3	200	135	58	12	21	31	31	19	29.7	25.5	22.6	18.8	28.5	22.8	20.0	15.9
26.	ALL				12.8				8						1		30.2							
19.				87.								26				12				25.0				22.7
11.								7.8				3				11				----				----
17.				78.								19				28				20.2				18.3
16.				92.								69				53				24.0				26.2
15.	40. 50.								4	7	3	5	1	1	1		----	----	----	----	----	----	----	
14.					-----	7.0	9.3	-----	5	10	9	4		4	3	1	----	----	----	----		----	----	
15.	71. 17.								14	6	10	1					27.0	25.9	18.2					
14.				86.								144				69				29.5				26.6
22.	ALL 75.								401	146	97	36	15	33	33	9	47.5	31.1	26.6	20.7	39.7	30.8	26.0	15.4
12.	ALL 98. 9. 57.				4.9	5.6	8.1	4.6	970	481	367	6	49	87	101	1	40.5	28.6	25.7	----	36.1	26.4	22.2	----
13.	99. 98. 20. 88.				3.2	3.6	3.8	3.6	244	240	179	8	29	53	63	8	38.4	28.3	22.8	18.1	34.3	28.2	21.9	19.5
13.	ALL 97. 9. 4.				3.9	3.9	4.2	4.4	51	61	55	8	9	38	82	20	39.8	29.7	24.9	16.8	31.5	26.1	21.9	13.6
19.				86.								42				31				27.1				24.7
16.	98. 83. 39.				1.8	1.9	1.6	2.5	197	156	100	26	27	42	43	36	29.1	24.0	20.6	14.4	26.9	23.0	20.1	14.7
18.	85. 47.				9.1	8.8	10.1		46	44	26	1	9	7	16	1	28.2	24.2	19.3		27.7	23.1	19.1	
13.	ALL 99. 94. 54.				6.9	10.8	14.3	11.4	33	51	23	14	9	23	26	23	37.6	31.0	25.2	21.5	31.4	30.8	25.7	20.8
7.				14.								3				3				----				----
18.	96. 70. 4.								20	24	13	10	4	3	11	6	----	----	18.6	17.2	----	----	17.7	16.5
19.	98. 85. 41. 14.				4.5	5.7	7.0	4.7	305	143	133	24	54	43	100	66	32.0	25.3	20.9	14.4	31.7	25.1	19.4	14.1
17.	98. 92. 43. 8.				8.8	9.9	10.5	10.0	48	42	27	6	9	11	15	10	29.6	25.7	20.2	----	29.6	24.3	19.0	----
25.	ALL ALL 17.								7	5	4			2	2	1	21.3	----	----			----	----	----
34.	ALL ALL								10	1			1		1		18.5							
11.												5				6				----				----
40.	80. 62. 25.								10	13	4						22.1	19.1	----					
21.	ALL ALL 26.				15.4	14.0	14.7		48	28	28		3	8	15		----	27.9	22.7		----	26.1	21.4	
28.	97. 94. 4.				8.3	7.4	5.8		31	14	13		2	2	14		----	----	17.0		----	----	18.6	
16.	ALL 62.				--- -	5.5	-----		3	9	3			3	2		----	----	----		----	----		
18.	93. ALL								11	7	1?	2	4	4	4		----	----	----		----	----	----	
22.	ALL								4	3							----	----						
28.	ALL 57. 15.				4.7	5.2	7.2		29	14	7	1	6	9	6		21.7	17.5	17.6	----	21.7	17.8	16.3	
15.									11	10	9			7	1	1	23.7	20.6	17.4			19.1		
					9.2	9.3	9.7	-----																
22.	ALL 91. 29.				-----	4.2	4.0	-----	4	10	5	3	1	1	2	5	----	20.4	----	----				----
19.	ALL 64. 15.				8.8				13	20	13	2	2	8	20	4	26.7	23.3	19.1			21.7	19.2	----
23.	97. 87. 49. 7.				6.0	6.6	6.3	6.9	250	119	98	15	39	38	71	29	30.8	24.8	20.6	16.1	29.2	23.5	19.5	14.9
24.	96. 97. 31.				5.8	6.5	6.5	6.3	22	24	25	8	4	5	4	8	----	----	----	18.5	----	----	----	14.8
27.	96. 73. 5. 40.				5.1	5.8	6.9	-----	570	277	151	3	36	70	72	2	36.4	27.0	23.1	----	33.7	25.9	20.9	----
30.	ALL 80.				-----	-----	6.3		1	3	6			2	7		----	----	18.1			----	16.6	
27.	92. 93. 27.				7.2	6.5	6.8	6.8	34	77	80	5	3	21	35	8	----	26.6	21.2	----	----	24.5	19.4	----
28.	45. 77. 20.				6.2	5.6	6.1	7.1	127	142	92	2	18	70	110	9	35.1	26.3	21.8	----	30.6	24.0	19.4	----
29.	ALL 81.				4.1	5.8	8.6		6	19	3		2	7	5		----	24.0	---		----	23.9	----	
28.	ALL 83. 3.				5.2	5.3	6.5	-----	17	44	21		1	10	19	1	----	28.0	21.1		----	27.0	20.4	----
29.	96. 95. 8.				5.5	5.1	5.5	-----	24	49	22	1	1	8	15	3	----	26.7	20.7	----	----	25.8	19.9	----
29.	96. 71.				6.8	7.3	7.5		20	22	16		5	9	15		----	24.2	18.4		----	23.6	17.6	
26.								7.3				6				6				15.6				14.8
23.								7.7				33				19				16.1				15.1
25.								8.6				13				19				15.6				15.4
26.								7.5				18				5				----				----
24.								12.9				15				8				15.9				14.4

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INSTCATEGORY	(2) RATING OF AVERAGE SALARY PR AO AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AO AI IN AR	(4) RATING OF AVERAGE COMP. PR AO AI IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR AO AI IN AR
INDIANA (CONTD)						
IND VOC TECH C-NTH CEN		IV	4	16.4 16.4	4	20.4 20.4
IND VOC TECH C NORTHEAST		IV	4	17.0 17.0	4	20.8 20.8
IND VOC TECH C-CEN IND		IV	4	17.8 17.8	4	21.6 21.6
IND VOC TECH C-KOKOMO		IV	4	16.5 16.5	4	20.5 20.5
IND VOC TECH C-LAFAYETTE		IV	5	14.5 14.5	5	17.8 17.8
IND VOC TECH C-WHITEWATER		IV	5	14.7 14.7	5	18.5 18.5
IND VOC TECH C-STHCEN		IV	5	15.0 15.0	5	18.1 18.1
IND VOC TECH C-WABASH VALLEY		IV	5	15.5 15.5	4	19.4 19.4
MANCHESTER COLLEGE		IIB	3 3 4 3	27.0 21.8 17.7 16.5 21.5	3 3 4 3	32.0 25.8 20.3 18.6 25.2
MARIAN COLLEGE	LFO	IIB	4 4	---- 19.9 17.2 ---- 18.4	4 4	---- 23.2 20.1 ---- 21.7
MARION COLLEGE		IIB	5 5 5	21.5 18.3 14.6 ---- 17.2	5 5 5	25.5 21.6 17.1 ---- 20.2
MENNONITE BIBLICAL SEM		IIC		---- ----		---- ----
OAKLAND CITY COLLEGE		III	5 5	16.5 14.3 15.2	5 5	19.1 16.4 17.5
PURDUE U MAIN CAMPUS	16	I	2 2 2 5	40.5 29.3 23.6 16.8 31.2	2 2 2 5	49.9 36.4 29.1 18.8 38.5
PURDUE U CALUMET	16	IIA	3 3 3	33.3 26.2 21.6 16.3 24.7	2 2 3 5	41.6 32.8 26.4 18.0 30.4
PURDUE U NORTH CEN CAMPUS	16	III	2 3	---- 26.0 20.5 ---- 23.8	2 3	---- 32.3 25.1 ---- 29.4
ROSE-HULMAN INST OF TECHN		IIC	1 1 1	35.2 28.8 24.3 31.3	2 1 1	42.5 35.5 30.1 38.2
SAINT JOSEPH'S COLLEGE	LFO	IIB	4 3 2	24.7 22.1 19.8 ---- 21.3	3 2 2	30.4 27.4 23.4 ---- 25.6
SAINT MARY-OF-THE-WOODS C	PNA	IIB				
SAINT MARY'S COLLEGE		IIB	1 1 2	31.7 25.9 20.4 ---- 23.4	1 1 1	39.1 32.5 25.6 ---- 29.2
SAINT MEINRAD COLLEGE	LFO	IIB	2	20.8 20.8	1	25.3 25.3
SNT MEINRAD SCH THEOLOGY	LFO	IIC		---- ----		---- ----
TAYLOR UNIVERSITY		IIB	4 4 4	23.5 20.6 17.8 ---- 20.3	4 3 3	29.0 26.2 22.3 ---- 25.4
TRI-STATE UNIVERSITY		IIB	3 3 2	25.5 22.0 19.7 22.4	3 3 2	30.6 26.5 23.8 26.9
UNIVERSITY OF EVANSVILLE	4	IIA	4 4 4 3	28.7 24.2 20.8 17.6 23.4	4 4 4 4	33.4 28.3 23.9 19.6 27.1
UNIVERSITY OF NOTRE DAME		I	2 1 1 1*	40.7 31.3 25.1 25.1 32.8	2 1 2 1*	50.1 37.9 29.4 28.3 39.6
VALPARAISO UNIVERSITY		IIA	4 5 4 5	29.7 23.6 20.2 15.4 23.9	4 5 5 5	34.0 27.1 22.9 17.4 27.4
VINCENNES UNIVERSITY		III	4 4 4 4	25.8 21.5 18.7 15.6 20.1	4 4 4 4	30.4 25.6 22.4 18.8 24.0
WABASH COLLEGE		IIB	1* 1* 1	37.9 28.8 21.9 29.5	1 1 1	44.1 34.2 25.9 34.7
IOWA						
BRIAR CLIFF COLLEGE		IIB	3 2 2	---- 22.0 19.6 17.0 20.1	3 2 2	---- 25.5 22.8 19.5 23.4
BUENA VISTA COLLEGE		IIB	2 2 2 2	28.6 23.6 20.3 17.1 22.8	2 2 2 3	33.4 27.3 23.5 19.3 26.4
CENTRAL U OF IOWA		IIB	2 2 2 2	27.5 23.9 19.9 17.4 22.9	2 2 2 2	32.8 28.1 22.8 19.4 26.8
CLARKE COLLEGE		IIB	4 3 4 3	24.3 22.4 16.9 15.7 18.8	4 3 4 3	27.4 25.7 19.4 18.3 21.6
COE COLLEGE		IIB	1 1 2 2	31.6 25.6 20.6 17.4 24.7	2 2 2 2	37.0 30.1 24.3 20.6 29.0
CORNELL COLLEGE		IIB	2 2 2	29.9 23.5 19.2 ---- 25.4	2 2 3	34.9 27.5 22.1 ---- 29.6
DES MOINES AREA COMM COLL		IV				
DIVINE WORD COLLEGE		IIB		---- ----		---- ----
DORDT COLLEGE		IIB	3 2 2 1	26.3 23.6 20.7 19.0 23.1	2 2 1 1	32.6 29.6 25.4 23.9 28.8
DRAKE UNIVERSITY		IIA	5 5 4 3	28.0 23.6 19.8 17.8 24.5	4 4 4 4	33.5 27.8 23.1 20.2 29.0
CLINTON COMMUNITY COLLEGE		IV	3	19.2 19.2	3	22.9 22.9
MUSCATINE CMTY COLLEGE		IV	3	19.6 19.6	3	23.4 23.4
SCOTT COMMUNITY COLLEGE		IV	4	18.1 18.1	4	21.7 21.7
ELLSWORTH CMTY COLLEGE		IV	3	20.9 20.9	3	25.4 25.4
FAITH BAPT BIBLE COLLEGE		IIC	5 5	19.7 ---- 14.9 17.0	5 5	23.7 ---- 17.8 20.5
GRACELAND COLLEGE		IIB	4 4 4	22.2 20.0 17.1 ---- 19.7	4 4 4	26.0 23.5 20.1 ---- 23.1
GRAND VIEW COLLEGE		IIB	4 3 3	24.8 21.2 18.1 ---- 20.8	3 3 3	29.3 24.8 20.7 ---- 24.2
GRINNELL COLLEGE		IIB	1 1 2	35.9 26.0 20.9 ---- 27.4	1 1 1	42.9 31.5 25.4 ---- 33.0
HAWKEYE INST TECHNOLOGY		IV	3	19.5 19.5	3	23.2 23.2
INDIAN HILLS CC		IV	4	17.1 17.1	4	20.2 20.2
IOWA CENTRAL CC		III	4 1 1	---- 22.3 22.9 20.2 21.1	4 2 2	---- 25.4 26.0 23.1 24.1
IOWA LAKES CC		IV	3	20.3 20.3	3	24.7 24.7
IOWA STATE U SCI & TECHN		I	4 3 4	37.0 28.4 22.9 17.2 28.6	3 3 3 4	44.7 34.7 28.1 21.3 34.8
IOWA WESLEYAN COLLEGE		IIB	5	---- 16.6 15.5 ---- 16.3	5 5	---- 19.4 18.3 ---- 19.2
IOWA WESTERN CMTY COLLEGE		III	4 4 4	25.9 21.9 17.8 16.1 19.0	3 4 4 3	30.7 26.2 21.8 19.8 23.0
KIRKWOOD CMTY COLLEGE	17	IV	3	19.4 19.4	3	23.0 23.0
LUTHER COLLEGE		IIB	2 2 2 2	28.9 23.3 20.1 18.0 23.1	2 2 2 2	35.2 28.4 24.7 21.0 28.0
MARSHALLTWN CMTY COLLEGE		IV	3	21.2 21.2	3	25.8 25.8
MARYCREST COLLEGE		IIB	5 4	18.7 17.4 17.8	5 4	21.2 19.8 20.3
MORNINGSIDE COLLEGE		IIB	3 4 3 3	24.8 20.9 18.1 16.0 19.9	3 3 3 3	30.1 25.1 21.2 18.1 23.5
MOUNT MERCY COLLEGE		IIB	3 3 2	21.0 19.1 16.6 19.0	4 3 2	24.0 21.7 19.5 21.8
MOUNT SAINT CLARE COLLEGE	LFO	IV	4	16.9 16.9	5	18.8 18.8
N IOWA AREA CMTY COLLEGE		IV	2	22.7 22.7	2	27.1 27.1
NTHEST IA TECH INSTITUTE		IV	4	17.3 17.3	4	21.4 21.4
NTHWST IOWA TECH C		IV	4	18.3 18.3	3	22.5 22.5
NORTHWESTERN COLLEGE		IIB	4 3 3	24.4 22.3 18.7 ---- 20.6	4 3 3	28.5 26.2 22.1 ---- 24.2
OPEN BIBLE COLLEGE		IV		---- ----		---- ----
PALMER C OF CHIROPRACTIC		IIC	2 3 3 4	30.1 22.9 19.1 14.6 19.4	3 3 3 4	34.9 26.5 22.1 16.8 22.3
SAINT AMBROSE COLLEGE	LFO	IIB	3 2 1	27.0 24.0 21.5 ---- 22.9	3 2 2	31.8 28.1 24.8 -- - 26.6
SIMPSON COLLEGE		IIB	3 3 2 2	26.1 22.4 19.3 17.4 21.5	3 3 2 2	31.0 26.5 23.0 19.7 25.3
SOUTHEASTERN CMTY COLLEGE		IV	3	20.7 20.7	3	25.3 25.3
SOUTHWESTERN CMTY COLLEGE		IV	4	18.8 18.8	3	23.1 23.1
UNIVERSITY OF DUBUQUE		IIB	4 3 3	24.6 22.0 18.8 ---- 21.5	4 3 3	28.8 25.3 21.4 ---- 24.8
UNIVERSITY OF IOWA		I	3 2 2 1	39.5 29.9 24.6 22.2 32.6	3 2 1 1*	47.3 36.4 30.0 27.3 39.4
UNIVERSITY OF NORTHERN IOWA		IIA	3 3 2 2	32.1 26.5 22.2 18.4 25.2	1* 1* 1* 2	52.2 39.4 30.6 23.0 37.0
OSTEO MED-HLTH U OF		IIC	1* 1* 1*	46.3 27.5 34.8 37.8	1 1* 1*	50.7 41.6 39.1 42.0
UPPER IOWA UNIVERSITY		IIB	5	13.3 ---- 12.8	5	15.0 ---- 14.5
WALDORF COLLEGE		III	5 5 4 4	22.9 21.1 19.2 16.0 19.6	5 4 4 3	27.1 25.2 23.1 19.5 23.5
WARTBURG COLLEGE		IIB	4 3 3	24.0 21.8 19.0 21.6	3 3 3	29.6 27.0 23.3 26.7
WESTERN IOWA TECH		IV	4	18.9 18.9	4	22.2 22.2
WESTMAR COLLEGE		IIB	4 5 3	22.0 ---- 16.2 16.0 18.4	5 4 3	25.6 ---- 18.7 18.4 21.2
WILLIAM PENN COLLEGE		IIB	5 5	19.7 17.9 ---- 18.2	5 5	23.7 21.7 ---- 22.0
KANSAS						
ALLEN CO CMTY JR COLLEGE		IV	3	19.5 19.5	4	21.7 21.7
BAKER UNIVERSITY		IIB	4 4 4	22.2 18.9 16.9 ---- 18.5	5 5 4	25.4 21.7 18.8 ---- 21.0
BARTON CO CMTY COLLEGE		IV	3	19.3 19.3	4	21.9 21.9
BENEDICTINE COLLEGE		IIB	4 4 5 4	23.1 18.8 16.1 14.9 18.2	5 5 5 4	24.6 21.2 17.3 16.3 19.7
BETHANY COLLEGE		IIB	4 4 4 4	24.6 20.2 17.2 14.6 19.7	3 4 3 4	29.4 24.3 20.8 17.8 23.6
BETHEL COLLEGE		IIB	5 4 5	20.9 19.3 16.2 18.5	4 4 4	25.7 23.9 19.7 22.7
BUTLER CO CMTY COLLEGE		IV	3	20.2 20.2	3	23.1 23.1
CENTRAL BAPTIST THEOL SEM		IIC		---- ---- 23.5		---- ---- 28.9
CENTRAL COLLEGE		IV	5	13.7 13.7	5	16.7 16.7
COFFEYVL CMTY COLLEGE		IV	4	18.2 18.2	4	21.6 21.6
COLBY COMMUNITY COLLEGE		IV	4	18.5 18.5	4	21.8 21.8
COWLEY CO CMTY COLLEGE		IV	2	22.4 22.4	3	25.8 25.8
DODGE CTY CMTY COLLEGE		III	3 4 4 4	26.6 21.6 18.6 15.5 19.7	4 4 4	31.3 25.9 22.7 19.5 23.9
DONNELLY COLLEGE	LFO	IV	5	14.1 16.1	5	16.2 16.2
EMPORIA STATE UNIVERSITY		IIA	4 4 3	28.4 24.2 21.4 ---- 24.9	5 4 4	32.7 28.1 24.9 ---- 29.0
FORT HAYS ST UNIVERSITY		IIA	5 4 4 3	28.1 23.8 20.8 18.2 23.5	5 5 4 3	31.0 26.4 23.2 20.3 26.1
FT SCOTT CMTY COLLEGE		IV	4	18.1 18.1	4	21.5 21.5
FRIENDS BIBLE COLLEGE		IIC		---- ----		---- ----
FRIENDS UNIVERSITY		IIB	5 5 5	19.5 17.5 16.3 17.3	5 5 5	22.5 19.9 18.4 19.8
GARDEN CITY COMMUNITY C		IV	3	20.3 20.3	3	23.2 23.2
HASKELL INDIAN JR COLLEGE	1	IV	2	22.7 22.7	3	25.2 25.2

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.					6.4				25				16				16.9				15.6
23.					7.1				22				7				17.1				16.5
22.					6.1				32				29				18.5				17.0
25.					6.5				14				7				16.4				16.5
23.					10.8				11				15				14.5				14.4
27.					6.8				4				8				----				----
21.					9.8				18				13				14.6				15.4
26.					7.0				19				18				15.6				15.3
17.	ALL 76. 10.					20	21	12	6		4	9	1	27.0	----	17.9	16.5		----	17.4	
18.	ALL 70. 40.	-----	12.9	12.6	-----	4	9	6	1	2	1	4	5	----	19.9	----				----	----
18.	88. 41. 11.					13	11	11		3	6	17	3	----	19.1	15.4		----	16.8	14.1	----
---	ALL					5	~	2						----							
15.	86. 25. 9.					4	2	7	2	3	2	4	2	----		----		----		----	
23.	98. 91. 12. 2.	7.1	8.0	7.7	8.6	508	354	272	46	16	58	101	37	40.6	29.6	24.0	18.3	35.7	27.1	22.7	14.9
23.	97. 91. 28. 4.	6.9	7.5	7.6	7.3	29	67	36	12	4	24	31	14	----	26.9	22.8	18.6	----	24.2	20.2	14.4
23.	ALL ALL 41.	-----	7.2	8.2		5	19	11			5	11	2	----	----	21.9			----	19.1	----
22.	92. 58.	12.4	11.2	10.2		37	22	12			2	1		35.2	28.8	24.3					
20.	ALL 90. 22.					9	8	13	3		2	2	1	24.7	----	----	----		----	----	----
25.	78. 57. 15. 17.	9.0	10.0	10.6	-----	10	19	35	2	8	9	31	4	32.8	25.9	20.5		30.3	25.9	20.3	----
22.							1	10	1							20.8					
---						1	3	1	2			1			----						
25.	92. 85. 21.	1.8	2 0	3.6	-----	23	22	17	4	3	5	7	1	----	----	17.9	----	----	----	17.4	----
20.	70. 43. 10.					20	27	17	2		3	2	1	25.5	----	----			----	----	
16.	96. 86. 34. 6.	5.2	5.9	5.6	6.3	45	46	38	7	5	11	11	11	----	24.5	22.0	17.6	----	23.0	19.8	17.6
21.	99. 93. 7.	12.3	13.3	15.9	14.4	176	155	107	12	5	7	31	7	----	31.4	25.8	27.3	----	28.3	22.7	21.5
14.	91. 93. 16. 11.	8.0	8.6	8.8	8.4	73	59	42	8	4	12	28	10	----	23.7	20.6	16.1	----	23.1	19.5	14.9
20.	ALL 85. 19. 4.	5.9	5.9	7.0	10.5	37	38	68	28	14	23	56	23	26.1	21.9	19.4	17.6	24.9	20.9	17.3	13.3
18.	ALL ALL 11.	8.6	9.5	9.6	-----	26	17	24	1			3		37.9	28.8	----				----	
16.	ALL 67.	6.2	6.0	6.1	6.0	4	8	17	5	1	1	9	3	----	----	19.2	----	----	----	20.4	----
16.	92. 89. 13.					12	16	11	3	1	3	5	3	28.6	----	----	----		----	----	----
17.	ALL 85. 30.	9.2	9.2	9.8	10.7	16	20	12	2	1	6	11	4	----	23.8	20.3	----	----	24.2	19.4	----
15.	67. 55. 21.	-----	9.3	6.0	7.2		6	7	2	6	5	17	9		----	16.2		24.3	----	17.3	15.7
18.	95. 96. 9.	12.0	13.1	13.8	14.4	19	21	18	4	1	4	4	6	----	----	----	----	----	----	----	----
17.	ALL 82.	10.5	10.7	10.9	-----	28	14	6	2	3	3	6	2	----	----	19.8	----	----	----	18.6	----
---	ALL				6.0	1		5	1				1			----					
25.	54. 20.	8.0	8.6	9.3	10.0	22	14	7	15	2	1	2	1	26.3	23.6	20.7	19.0				
18.	96. 68. 18.	5.9	6.0	7.4	6.8	120	61	32	13	4	14	24	5	----	23.8	20.2	----	----	23.0	19.3	----
20.					6.0				21				12				20.2				17.4
20.					6.7				25				7				19.8				18.7
20.					6.5				35				25				18.5				17.6
21.					8.1				42				9				21.3				19.0
20.						6	4	4				3		19.7	----	----				----	
18.	ALL 81. 16.	7.3	7.7	6.9	-----	23	12	14	3	6	4	11	2	21.9	20.0	17.2	----	23.4		16.9	
16.	ALL 72. 5.					14	13	1		2	3	19	4	24.3	----				----	18.1	----
21.	ALL ALL	10.4	13.8	9.7	9.3	36	19	27	1		4	13	1	35.9	----	20.9	----		----	20.8	----
19.									70				32				20.1				18.1
18.									61				41				18.4				15.8
14.						5	7	13	22	1	2		16	----	22.3	22.9	20.7				19.5
22.					6.7				50				17				21.2				17.7
22.	99. 94. 24. 4.	12.7	13.5	14.1	11.3	442	277	245	78	33	50	115	87	37.1	28.7	23.5	17.9	35.2	26.3	21.5	16.6
18.	ALL 71. 13.		.6	.3	-----	5	8	11	4	2	6	5	2	----	----	----	----		----	----	
21.	ALL ALL ALL ALL	6.5	6.5	6.5	6.5	10	27	21	23	1	5	19	17	25.9	----	18.5	17.0		----	17.1	14.9
19.									124				60				20.0				18.1
21.	ALL 91. 24.	9.2	7.6	13.1	8.1	38	24	26	12	3	8	15	12	----	23.3	20.2	18.4	----	23.4	19.9	17.5
21.									26				11				21.9				19.6
14.	ALL 73. 4.					1	9	13	1	1	6	15			19.1	17.4			18.1	17.3	
18.	86. 76. 15.	9.6	8.2	8.8	10.5	13	20	21	6	1	1	6	4	24.8	20.9	18.5	----			17.0	----
15.	ALL 75. 32.						4	16	2	1	4	12	7		----	19.4			----	18.6	16.6
11.									6				6				20.5				13.2
19.									62				19				23.2				21.1
24.	92.				5.8				40				31				17.7				16.7
23.									30				4				----				----
18.	92. 85. 20.	2.8	2.9	3.5	-----	12	13	21	2			4	4	24.4	22.3	----				----	----
---									4				1				----				
15.						8	24	32	13	3	4	5	10	----	----	----	14.7	----	----	----	14.5
16.	50. 90. 43.	4.9	5.1	5.9	-----	8	19	24	3	2	2	6	1	27.0	24.0	21.6	----			20.9	
18.	ALL 88. 13.					15	15	7	7		2	8	6	26.1	----	19.7	17.9		----	19.1	16.8
22.									62				18				20.6				20.9
23.	92.								27				12				19.7				16.7
15.	84. 43. 19.	7.4	9.0	12.9	-----	18	12	9	2	1	2	8	3	----	----	20.2	----	----	----	17.4	----
21.	ALL 93. 5.					407	247	152	14	32	71	84	13	39.8	30.5	25.5	24.9	35.3	27.8	22.8	19.3
47.	ALL 92. 44. 1.	8.6	8.4	8.9	8.7	116	123	140	33	12	32	62	31	32.3	26.6	22.5	19.1	30.1	26.1	21.5	17.5
11.	55. 29. 8.					10	21	19	1	1	7	6	1	46.3	39.8	36.5			30.5	29.5	
13.	ALL ALL 38.	-----	-----	3.1	-----	3	2	9	1		1	4	4			----				----	----
20.	ALL 67. 13.	11.8	-----	--- -	11.5	6	6	5	4	1		3	3	22.9	21.1	----	----			----	----
23.	ALL 85. 32.	8.0	8.6	9.8	-----	24	11	14	2	2	2	8	2	24.0	21.8	19.5				18.0	
18.									48				21				19.2				18.1
15.	ALL 60. 25.	2.7	5.7	-----	2.8	12	3	7	9	1	2	1	3	22.0	----	16.2	----				----
21.	86. 92. 50.	-----	8.1	8.0	-----	6	9	4	2	1	3	2	1	19.7	----	----			----		
11.	88.								20								19.5				
13.	92. 80. 20.	7.3	8.9	8.6	8.1	12	14	14	2	1	1	6	3	22.2	18.9	17.2				16.1	----
14.	77.								33				26				20.9				17.3
9.	ALL 82. 18.	10.1	10.7	10.4	10.5	12	14	12	8	4	3	10	6	----	----	16.4	15.7	----	----	15.7	13.9
20.	ALL 71. 27.	15.3	13.5	8.7	7.3	12	13	10	4		1	5	2	24.6	----	----	----		----	----	----
23.	ALL 55. 7.	5.2	-----	9.4		10	8	7			3	8		20.9	----	16.3			----	16.2	
14.	64.				11.3				41				36				22.8				17.2
24.	75.					4	3							----	----						
22.									12				4				----				----
19.	90.				5.2				23				6				18.8				15.8
18.									31				17				19.1				17.4
15.									29				9				22.7				21.7
21.	ALL ALL 94. 32.	7.6	7.8	10.2	9.8	10	8	10	9	1	1	8	10	26.6	21.6	18.3	15.5			19.1	15.6
15.									6				5				----				----
16.	ALL 96. 32.	7.2	9.1	11.1	-----	80	61	26	2	14	9	11	1	28.6	24.3	21.6	----	27.1	24.1	20.9	----
11.	98. 92. 24.	10.3	11.7	12.4	14.8	57	47	42	14	9	15	24	13	28.3	24.1	21.3	18.8	26.9	22.9	20.0	17.5
19.					8.3				24				11				18.0				18.3
---						1		5	2	1		1	1			----					
14.	42. 27. 27.					11	10	12	2	1	1	10	1	19.5	17.5	16.6				15.9	
14.	81.								39				23				21.2				18.8
11.	98.								35				17				23.0				21.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
KANSAS (CONTD)																				
HESSTON COLLEGE		IV				5				15.2	15.2				5				18.1	18.1
HIGHLAND CMTY COLLEGE		IV				4				18.5	18.5				4				21.0	21.0
HUTCHINSN CMTY COLLEGE		IV				2				22.4	22.4				3				25.3	25.3
INDEPENDENCE COMMUNITY C		IV				3				20.7	20.7				3				23.0	23.0
JOHNSN CO CMTY COLLEGE		IV				2				24.7	24.7				2				27.5	27.5
KANSAS CITY KANS CMTY C		IV				3				21.0	21.0				3				23.4	23.4
KANSAS NEWMAN COLLEGE		IIB		5	4	4		16.7	16.5	14.7	16.2		5	5	5		18.2	17.9	16.0	17.7
KANSAS ST U AGR & APP SCI		I	5	5	5	3	34.3	26.5	21.6	17.9	27.3	5	5	5	4	39.6	30.7	25.3	21.1	31.6
KANSAS TECHNICAL INST	4	III		3	1		----	23.7	22.6		23.1		3	2		----	27.5	26.2		26.8
KANSAS WESLEYAN		IIB	5	5	5		20.1	16.3	16.1	----	16.9	5	5	5		23.3	19.0	17.8	----	19.4
MCPHERSON COLLEGE		IIB	5	5	5	5	21.3	17.3	16.0	13.8	16.8	4	5	4	4	25.9	21.2	19.7	16.7	20.6
MANHATTAN CHRSTN COLLEGE		IIC					----	----			15.6					----	----			18.2
MARYMOUNT COLLEGE KANSAS		IIB		5	5	5		17.4	14.9	11.5	14.8		5	5	5		19.5	16.7	12.7	16.5
MID-AMERICA NAZARENE C		IIB	4	4	4	3	22.6	18.8	17.6	15.5	18.8	4	4	3	3	26.8	22.4	20.9	18.5	22.3
NEOSHO CO CMTY COLLEGE		IV				3				20.0	20.0				3				23.0	23.0
OTTAWA UNIVERSITY		IIB	5	5	5		20.9	18.2	16.2	----	18.3	5	4	5		25.1	22.2	18.2	----	21.6
PRATT CMTY COLLEGE		IV				4				18.9	18.9				4				21.6	21.6
SAINT JOHN'S COLLEGE		III		5	5			15.1	14.3	----	14.3		5	5			18.3	17.2	----	17.3
SAINT MARY COLLEGE		IIB				5	----	----	----	13.6	16.2				5	----	----	----	15.1	18.2
SAINT MARY PLAINS COLLEGE	LFD	IIB		5	5	5	----	17.1	16.0	13.7	15.7		5	5	5	----	18.3	17.6	15.2	17.2
SEWARD CO CMTY COLLEGE	4	IV				3				19.9	19.9				4				22.2	22.2
SOUTHWESTERN COLLEGE		IIB	4	4	4		23.3	19.8	17.8		19.9	4	4	3		26.5	23.0	20.9		23.1
STERLING COLLEGE		IIB	5	4	5		21.4	19.4	16.1	----	18.4	4	4	4		26.6	23.5	19.9	----	22.6
TABOR COLLEGE		IIB	5		4		20.7	----	16.6	----	17.7	5		4		25.0	----	20.3	----	21.4
U OF KANSAS MAIN CAMPUS		I	4	5	3	5	36.0	26.0	23.1	15.4	30.1	4	5	4	5	41.4	30.2	26.7	18.3	34.7
WASHBURN U OF TOPEKA		IIB	1	1	2	1	34.4	27.7	20.8	18.7	26.3	1	1	2	2	41.0	32.1	23.9	21.0	30.6
WICHITA STATE UNIV		IIA	2	3	3	4	34.5	26.6	21.7	16.6	24.8	3	3	3	4	39.5	30.7	25.1	19.0	28.5
KENTUCKY																				
ALICE LLOYD COLLEGE		III				5			----	11.4	12.1				5			----	13.0	13.9
ASHBURY COLLEGE		IIB	4	4	3	4	24.8	20.8	18.5	15.4	20.2	4	4	3	4	28.3	23.8	21.1	17.3	23.1
ASBURY THEOLOGICAL SEM		IIC	3	3			25.6	21.1			23.8	3	3			30.3	25.1			28.3
BELLARMINE COLLEGE		IIC	3	3	3		27.9	23.2	18.8	----	24.1	3	3	4		32.1	26.6	21.1	----	27.5
BEREA COLLEGE		IIB	2	2	2	2	29.5	23.6	19.6	17.0	23.4	2	2	2	2	34.4	27.5	22.7	19.3	27.2
BRESCIA COLLEGE		IIB		3	3			22.3	18.3	----	18.7		3	4			26.0	20.7	----	21.3
CAMPBELLSVILLE COLLEGE		IIB	4	5	5	5	22.8	18.3	17.0	13.4	17.0	4	5	5	5	26.3	21.3	17.6	15.5	19.9
CENTRE COLLEGE OF KY		IIB	3	3	4		25.8	21.2	1 8	----	21.6	2	3	3		32.7	26.1	20.7	----	26.6
CUMBERLAND COLLEGE		IIB	5	5	5	5	19.7	16.8	14.1	13.1	15.3	5	5	5	5	23.5	19.5	16.7	14.9	17.8
DRAUGHON'S COLLEGE		IV				5				8.7	8.7				5				10.4	10.4
EASTERN KY UNIVERSITY		IIA	4	4	4	4	29.5	25.2	21.0	16.3	24.6	4	4	3	4	35.2	30.0	25.1	19.7	29.4
GEORGETOWN COLLEGE		IIB	3	3	4	4	25.2	21.3	17.7	15.0	20.6	3	4	4	4	29.3	24.5	20.4	16.8	23.7
KY CHRISTIAN COLLEGE		IIC	5	5			12.5	12.7	----		12.3	5	5			15.7	16.3	----		16.3
KENTUCKY STATE UNIVERSITY		IIB	2	3	2	1	29.5	22.8	20.6	18.3	21.9	2	2	2	1	34.9	27.3	24.8	22.0	26.2
KENTUCKY WESLEYAN COLLEGE		IIB	3	3	4	4	26.1	22.4	16.4	14.1	21.1	3	3	4	4	33.5	26.3	19.4	17.1	24.8
LEES JUNIOR COLLEGE		III				5	----	----		11.9	14.3				5	----	----		13.5	16.3
LINDSEY WILSON COLLEGE		IV				5				14.4	14.4				5				16.0	16.0
LOUISVL PRESB THEOL SEM		IIC	2				31.9	----			31.1	2				38.2	----			37.3
MIDWAY COLLEGE		IV				5				15.5	15.5				5				17.6	17.6
MOREHEAD STATE UNIV		IIA	4	4	3	4	28.8	24.5	21.0	16.9	23.9	4	4	3	4	34.0	29.1	25.0	20.2	28.4
MURRAY STATE UNIVERSITY	18	IIA	4	4	4	2	28.9	25.0	21.0	18.4	23.9	4	3	3	2	35.2	30.6	25.9	22.9	29.4
NORTHERN KY UNIVERSITY		IIB	1	1	1	2	31.1	26.3	23.0	16.9	24.6	2	1	1	3	37.2	31.6	27.0	19.1	29.2
PIKEVILLE COLLEGE		IIB	5	5	4		20.9	18.8	16.3		18.0	5	5	4		23.1	20.8	18.8		20.3
SAINT CATHARINE COLLEGE	LFD	III								----	----								----	----
SPALDING COLLEGE		IIB	5	5	5	4	18.4	16.5	15.9	14.3	16.3	5	5	5	4	21.1	19.0	18.3	16.4	18.7
SULLIVAN JC BUSINESS		IV				5				14.7	14.7				5				16.6	16.6
THOMAS MORE COLLEGE		IIB	5	5	5	4	19.1	16.9	15.2	14.0	15.9	5	5	5	5	22.5	20.2	18.2	15.3	18.8
TRANSYLVANIA UNIVERSITY		IIB	3	3	2	2	25.6	22.3	19.2	17.5	21.7	3	3	2	2	30.4	26.5	23.0	19.3	25.7
UNION COLLEGE		IIA	5	5	5	5	21.3	17.5	14.9	13.7	16.7	5	5	5	5	24.9	20.6	17.2	15.1	19.4
UNIVERSITY OF KENTUCKY		I	4	3	3	2	37.4	28.3	23.3	19.7	29.7	4	4	4	3	43.7	33.4	27.3	22.4	34.9
UNIV OF KY COMM COLLS		III	4	5	5	4	24.6	20.9	17.8	15.8	19.5	4	4	5	4	29.3	25.0	21.1	17.8	23.1
UNIVERSITY OF LOUISVILLE		I	4	5	4	3	35.1	26.0	22.0	17.8	27.9	4	5	4	4	41.9	31.3	25.9	20.4	33.2
WATTERSON COLLEGE		IV				5				12.4	12.4				5				13.7	13.7
WESTERN KY UNIVERSITY		IIA	4	4	3	3	30.2	24.8	21.1	18.1	25.7	3	4	3	2	36.5	30.1	25.7	22.2	31.2
LOUISIANA																				
BOSSIER PARISH CC		IV				3				20.5	20.5				4				21.9	21.9
CENTENARY C OF LOUISIANA		IIB	2	2	2	2	28.6	24.6	19.3	17.5	23.0	2	2	3	2	32.8	28.4	21.8	19.6	26.2
DELGADO CMTY COLLEGE		III	3	2	2	2	27.6	24.6	21.5	18.2	21.9	4	4	4	4	28.5	25.4	22.1	18.6	22.6
DILLARD UNIVERSITY		IIB		4	4	3	----	20.5	17.5	15.7	18.2		4	4	4	----	23.5	20.1	17.7	20.8
GRAMBLING STATE U	1	IIA	5	4	4	4	25.8	24.0	20.7	16.9	22.2	5	5	5	5	26.7	24.7	21.4	17.5	22.9
LOUISIANA COLLEGE		IIB	3	4	3		25.2	20.1	18.9	----	20.8	3	3	2		31.2	24.8	23.0	----	25.5
LA STATE U AND A&M C	19	I	3	2	2	4	38.5	29.3	24.2	17.0	28.9	5	5	5	5	39.4	30.1	24.8	17.4	29.6
LA STATE U ALEXANDRIA		III	3	4	3	2	27.7	22.4	20.6	17.9	21.5	4	5	4	4	28.5	23.1	21.3	18.3	22.1
LA STATE U EUNICE		III			2	1	----	----	21.3	19.1	21.2			3	3	----	----	23.3	19.8	22.6
LA STATE U SHREVEPORT		IIB	2	1	1	1	30.1	26.3	21.9	19.8	24.8	3	3	3	2	30.9	27.1	22.5	20.1	25.5
LOUISIANA TECH UNIVERSITY		IIA	3	2	2	3	32.3	26.9	22.3	17.5	26.6	3	3	3	3	38.3	31.6	26.3	20.7	31.4
LOYOLA U IN NEW ORLEANS		IIA	3	2	2	3	33.5	27.6	22.2	18.2	27.0	3	3	3	3	38.6	31.8	25.7	20.9	31.1
MCNEESE STATE UNIVERSITY		IIA	4	3	2	1	30.7	25.9	22.1	21.0	24.8	5	5	4	3	31.7	26.9	23.1	21.9	25.8
NEW ORLS BAPT THEOL SEM		IIC	5	4	4		19.4	18.6	16.4		18.4	4	3	2		27.7	27.1	25.6		27.0
NICHOLLS STATE UNIVERSITY		IIA	3	3	1	1	31.3	26.5	23.2	19.7	25.4	4	4	3	2	35.1	29.7	26.0	22.0	28.4
NORTHEAST LOUISIANA U		IIA	3	1	2	4	32.5	29.0	22.8	16.9	24.9	4	4	4	5	33.5	30.0	23.6	17.4	25.7
NTHWSTN ST U OF LA		IIA	4	4	4	3	28.3	24.2	20.9	17.9	23.9	5	5	5	5	29.3	25.0	21.5	18.5	24.7
NOTRE DAME SEM SCH THEO		IIC	5				9.4				9.4	5				10.5				10.5
OUR LADY OF HOLY CROSS C		IIB		4	5	1	----	20.1	15.2	18.0	17.1		4	5	2	----	23.2	17.7	20.8	19.7
SAINT BERNARD PARISH CC		IV				3				21.1	21.1				3				22.8	22.8
SAINT MARY'S DOMINICAN C		IIB	4	5	5	4	23.5	18.1	15.7	14.8	18.1	4	5	5	4	26.0	20.1	17.4	16.4	20.1
SOUTHERN U A&M C MAIN CAM		IIA	5	4	3	3	27.9	24.5	21.4	17.5	23.1	5	5	5	5	28.8	25.3	22.1	18.1	23.8
STHN U SHREVEPORT-BOSSIER		III			3	2	----	----	20.5	18.6	20.1			5	4	----	----	21.1	19.0	20.7
STHN U IN NEW ORLEANS	1	IIB	4	2	1	2	24.0	24.1	21.1	17.2	22.3	5	3	3	4	24.8	24.9	21.7	17.5	22.9
TULANE U OF LOUISIANA		I	4	3	5	4	36.1	28.3	21.2	16.9	28.0	4	3	5	5	43.5	34.4	24.8	19.2	33.5
UNIVERSITY OF NEW ORLEANS		IIA	2	3	3	4	34.0	26.5	21.6	16.2	25.1	4	5	5	5	34.6	27.0	21.9	16.5	25.6
U OF STHWSTN LOUISIANA		IIA	2	2	1	2	34.1	27.8	23.6	18.8	26.1	4	4	4	4	35.0	28.6	24.2	19.2	26.8
XAVIER UNIVERSITY OF LA		IIB	4	4	3	4	22.4	19.7	18.3	15.2	18.6	5	4	4	4	25.3	22.2	20.5	16.8	20.9
MAINE																				
ANDOVER COLLEGE		IV				5				12.0	12.0				5				14.9	14.9
BANGOR THEOLOGICAL SEM		IIC					----				----					----				----
BATES COLLEGE		IIB	1	1	1	1	33.9	26.5	20.9	19.1	25.6	1	1	2	1	41.1	31.6	24.0	21.5	30.3
BEAL COLLEGE		IV								----	----								----	----
BOWDOIN COLLEGE		IIB	1*	1	1	2	39.0	28.2	21.7	17.8	29.7	1*	1*	1	2	47.6	35.2	25.6	19.9	36.0
CENTRAL ME VOC-TECH INST		IV				4				16.7	16.7				4				20.6	20.6
COLBY COLLEGE		IIB	1*	1	1		38.6	27.8	22.1	----	28.5	1*	1	1		47.5	33.8	25.5	----	33.9
COLLEGE OF THE ATLANTIC		IV				3				21.4	21.4				5				25.9	25.9
EASTERN ME VOC-TECH INST		IV				4				16.7	16.7				4				20.6	20.6
HUSSON COLLEGE		IIC	5	4	4		19.8	17.9	16.1		18.2	5	5	4		23.2	20.9	18.8		21.2
MAINE MARITIME ACADEMY		IIC		3	3		----	22.5	19.3	----	21.4		3	4		----	25.3	21.9	----	24.1
NASSON COLLEGE		IIB		5	5		----	18.0	16.2	----	17.8		5	5		----	21.5	18.6	----	20.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
19.												25				9				15.5				14.4
14.												17				6				18.7				18.1
13.				89.	8.7							68				31				23.1				20.8
11.												19				11				21.1				20.1
12.												91				65				25.5				23.5
11.								8.6				46				48				22.0				20.0
9.	ALL	50.							2	7	6	1		7	12	8		16.6	16.4			16.8	16.5	14.7
16.	95.	76.	35.	4.	9.3	9.4	9.8	9.2	324	217	182	51	17	45	43	48	34.5	26.6	21.9	17.9	31.2	25.7	20.3	17.9
16.									5	7	19	3				1	----	23.7	22.6					
15.	ALL	64.	13.			.2		-----	8	8	7			5	1	2	20.1	----	----			----	----	----
22.	ALL	75.	8.						6	6	10	6	2	2	3		21.3	17.3	----	13.8			----	
16.	ALL	60.	ALL		-----	-----	-----		5	4	1			1			----	----						
12.	ALL	7.							2	8	9	3	2	7	6	8		17.6	----	----		17.2	----	----
19.	10.	8.			5.1	5.0	4.0	1.5	18	8	14	4	2	4	10	8	22.6	----	17.9	----		----	17.2	----
15.								13.5				15				15				22.8				17.3
18.	ALL	89.			4.6	9.7	13.0	-----	12	8	5	1		1	5	2	20.9	----	----	----		----	----	----
14.												19				10				19.2				18.3
21.	ALL	83.	10.						2	6	8	1			2	4		15.1	14.3					----
13.	ALL	ALL	20.						2	1	3	4	2	1	2	4	----	----	----	----	----	----	----	----
9.					-----	5.4	5.7	-----	2	7	6	7			3	2	----	17.1	----	----			----	----
12.												19				11				20.6				18.7
16.	ALL	58.							8	16	9	2		3	3	2	23.3	----	----			----	----	
23.	71.	73.	14.		9.4	10.6	10.0	-----	6	13	4	2	1	2	3	1	----	----	----	----	----	----	----	----
21.			33.		-----	-----	6.0	-----	6	3	9	4		1	3		20.7	----	----	----		----	----	
16.	99.	92.	14.	14.	7.8	33.0	9.6	9.9	457	243	124	19	30	63	58	10	36.1	26.5	24.0	15.9	33.3	24.1	21.1	14.2
17.	91.	76.	45.		11.8	14.4	9.7	14.3	48	37	34	8	5	13	24	16	----	27.5	20.7	20.2	----	28.3	20.8	17.9
15.	ALL	89.	37.	4.	7.8	8.7	8.7	8.7	98	116	137	15	5	25	76	36	----	27.2	22.3	17.9	----	23.6	20.7	16.0
14.									2	1	4	10	1			2		----	11.4					
14.	94.	70.	31.		8.1	5.8	6.2	-----	15	21	18	4	1	2	8	4	----	----	18.6	----	----	----	18.2	----
19.	89.	21.			8.0	9.0	-----		19	14							25.6	21.1						
15.	ALL	50.	18.		11.6	13.8	15.7	-----	24	14	8	1	8	4	9	1	28.9	----	19.4	----	24.8	----	18.2	----
16.	ALL	91.	19.		9.1	9.3	9.7	10.5	27	25	20	4	3	10	12	7	----	23.6	20.0	----	----	23.8	18.9	----
14.	ALL	ALL	29.						1	7	11	3	1	2	3	5		22.3	----				----	----
17.	89.	83.	38.						7	11	13	3	2	1	3	3	22.8	18.3	----	----			----	----
23.	ALL	81.			3.9	5.0	7.9	-----	17	19	12	1	3	2	6		----	----	18.2	----	----	----	16.9	
16.	93.	92.	73.						12	18	8	18	3	6	7	12	19.7	16.5	14.9	13.5		17.6	13.4	12.5
20.												4				4				----				----
19.	94.	73.	46.						160	123	80	15	40	53	100	36	29.6	25.4	21.9	16.5	29.1	24.7	20.2	16.3
15.	ALL	89.	62.	14.	4.6	5.0	5.7	-----	12	18	8	1		10	5	6	25.2	21.4	----	----		21.1	----	----
32.									8	4	4			3	2		12.5	----	----			----	----	
20.	81.	77.	40.	4.	5.5	6.8	6.4	7.0	13	20	23	10	3	10	12	13	29.5	22.8	21.5	19.1		22.7	19.0	17.6
18.	ALL	85.	25.		9.2	8.0	10.7	-----	14	16	7	2		4	5	4	26.1	----	----	----		----	----	----
14.	67.	40.	50.		-----	-----	-----		5	4	1	3	1	1	1	3	----	----		----				----
11.				31.								5				8				----				----
20.	90.				6.0	-----			10	1				1			31.9	----				----		
14.												10				25				15.7				15.4
19.	96.	75.	52.	3.	7.7	8.0	8.5	8.6	85	60	47	16	8	12	37	17	28.8	24.6	21.5	17.1	28.2	23.9	20.4	16.8
23.	95.	85.	23.		7.2	7.1	7.6	7.6	91	91	68	13	7	14	39	9	29.1	25.1	21.3	19.2	26.5	24.3	20.4	17.3
19.	ALL	88.	15.		10.1	10.7	13.0	9.4	22	83	55	4	4	20	50	3	----	26.6	25.2	----	----	25.4	20.5	----
13.	13.	27.							4	10	11	2	4	1	8		----	18.8	16.5		----		16.1	
---												3				2				----				----
15.	67.	84.	21.						4	5	2	4	8	14	12	9	----	----	----	----	----	----	----	----
14.												10				15				15.8				13.9
18.	ALL	91.	10.		-----	9.9	8.4	9.1	6	11	11	4			10	4	19.1	16.9	14.5	----			16.0	----
18.	ALL	91.	28.		9.3	7.6	8.9	-----	16	7	13	5	2	4	5	1	----	----	----	----	----	----	----	----
16.	63.	60.	20.						8	5	12	3		5	3	3	21.3	----	----	----		----	----	----
17.	ALL	95.	4.		7.7	6.9	8.3	8.5	398	342	255	17	22	76	91	19	37.5	28.6	23.8	20.9	35.0	26.7	21.7	18.6
18.	99.		2.	1.	6.2	6.5	8.2	6.7	49	108	63	33	26	99	91	73	24.7	20.9	18.2	16.5	24.5	21.0	17.5	15.5
19.	98.	83.	4.	7.	6.2	7.3	8.8	7.8	219	151	104	16	18	46	50	11	35.4	26.8	23.4	18.9	31.9	23.3	19.0	16.2
10.												17				16				13.3				11.5
21.	96.	79.	33.		6.9	7.1	7.6	8.7	201	121	78	15	23	44	45	23	30.4	25.3	21.7	19.7	28.8	23.3	20.1	17.0
7.				84.								11				14				20.8				20.3
14.	ALL	80.	11.		17.5	11.4	11.4	11.8	16	13	15	8	3	2	3	4	----	----	----	----	----	----	----	----
3.	83.	62.	31.	2.					10	32	35	22	2	13	20	19	27.6	25.2	21.9	18.2		23.2	20.7	18.3
14.					-----	7.0	5.7	4.3	5	12	12	7	1	12	24	14	----	20.8	17.2	16.2		20.2	17.6	15.4
3.	ALL	82.	60.	21.					28	40	30	16	14	9	38	13	25.5	24.0	21.4	16.8	26.3	23.7	20.2	17.1
23.	93.	70.	40.	50.					13	15	10	1	2	5	5	3	25.2	----	----			----	----	----
2.	94.	87.	6.		4.9	5.4	7.5	5.2	424	303	307	104	25	46	79	116	38.7	29.4	24.7	17.3	35.4	29.0	22.5	16.7
3.	ALL	93.	68.		4.9	6.0	5.4	4.6	10	8	18	5	2	6	13	10	----	22.1	20.9	----	----	22.8	20.1	----
7.	ALL	ALL	31.		-----	-----	4.9	5.7	3	2	18	12		1	8	5	----	----	21.3	----		----	21.4	----
3.	96.	74.	32.		7.6	5.9	4.0	30.7	23	33	36	5	5	5	23	2	----	----	22.4	----	----	----	21.1	----
18.	98.	79.	44.	4.	10.0	9.3	9.2	9.9	123	108	75	5	7	28	49	21	32.5	27.4	23.3	----	30.2	24.9	20.8	----
15.	81.	59.	18.						41	79	36	6	6	14	21	4	----	27.7	22.4	----	----	27.0	21.8	----
4.	94.	75.	49.	10.					57	47	68	24	6	14	35	17	30.4	26.2	22.3	22.0	33.8	25.1	21.7	19.3
47.									16	10	9				2		19.4	18.6	16.4					
12.	ALL	90.	42.	3.					52	44	45	13	11	26	36	22	31.0	26.7	23.7	19.5	32.5	26.1	22.6	19.9
3.	97.	85.	41.		7.6	7.9	7.1	8.1	61	90	76	19	8	10	52	64	32.7	29.3	23.7	17.6	30.3	26.2	21.6	16.7
3.	94.	88.	43.	7.					60	41	19	5	19	25	49	23	28.2	24.5	22.1	----	28.7	23.6	20.4	----
11.									7								9.4							
16.									1	6	3	3	1	1	11	10	----	----	----	----	----	----	----	----
8.				56.								4				3				----				----
11.	89.	42.			18.4	10.9	7.7	-----	2	4	3	4	7	8	7	3	----	----	----	----	----	----	----	----
3.	89.	83.	73.	31.					83	85	76	16	27	28	109	42	28.3	24.1	23.7	20.7	26.6	26.0	19.9	16.4
3.	ALL	ALL	93.	21.	-----	-----	5.4	3.0	2	2	7	7		3	8	12	----	----	20.4	18.5		----	20.5	18.6
3.	ALL	90.	57.		2.6	2.4	1.5	5.0	24	12	26	3	4	9	18	4	----	24.0	21.4	----	----	24.3	20.7	----
20.	97.	65.	11.	4.	12.8	12.0	13.2	11.9	136	104	98	13	11	20	42	12	36.5	28.4	21.6	17.3	31.4	27.8	20.1	16.5
2.	97.	74.	8.		2.9	3.5	4.3	3.2	115	119	80	63	18	29	39	48	34.5	26.9	22.5	16.3	30.8	25.1	19.7	16.1
3.	90.	65.	36.	8.	4.0	5.3	5.3	6.4	106	130	97	38	18	30	54	71	34.4	28.0	23.7	19.1	32.2	26.8	23.2	18.6
12.	95.	75.	3.						11	24	25	15	9	12	9	13	22.8	20.4	18.8	15.0	22.0	18.5	16.5	15.3
23.								18.0				3				4				----				----
---	ALL								3	1			1				----							
18.	ALL	90.	6.		12.1	13.5	12.9	11.8	24	26	25	7	1	4	10	2	----	----	21.0	----	----	----	20.7	----
---												2		2		4								----
21.	ALL	ALL			11.7	11.9	12.2	-----	42	17	23	4	1	1	14	2	----	----	22.0	----	----	----	21.2	----
11.				88.								31				6				18.8				18.1
20.	ALL	84.	6.		12.5	13.7	13.7	-----	33	28	36	4	4	4	11	1	----	----	22.4	----	----	----	21.3	----
21.												13								21.4				
10.								10.1				34				17				19.5				17.3
17.	83.	27.		76.	13.0	17.4	17.9	-----	8	8	3		4	3	5	2	----	----	----		----	----	----	
13.					-----	12.7	8.6	-----	5	18	12	4		1	1		----	22.5	19.3	----				
16.	ALL	82.	17.						3	11	6	2	1			2	----	18.0	16.2	----	----			----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NAME OF INSTITUTION																				
MAINE (CONTD)																				
NTHN ME VOC TECH INST		IV				4				17.4	17.4				5				18.6	18.6
PORTLAND SCHOOL OF ART		IV				4				18.1	18.1				4				21.2	21.2
SAINT JOSEPH'S COLLEGE		IIC			5			----	15.5		15.9			5			----	17.6		18.1
SOUTHERN ME VOC TECH INST		IV				3				19.3	19.3				4				20.3	20.3
THOMAS COLLEGE		IIC			3		----	----	18.5	----	19.3			4		----	----	21.6	----	22.6
UNITY COLLEGE		IIB	5		5		12.4	----	14.4	----	13.4	5		5		15.2	----	17.6	----	16.4
U OF MAINE AT AUGUSTA		III	4	4	5		26.0	22.7	16.2	----	21.2	3	3	5		30.9	27.0	19.0	----	25.2
U OF MAINE AT FARMINGTON		IIC	3	3	3		29.0	23.2	19.1	----	23.1	2	3	3		35.1	27.8	22.7	----	27.7
U OF MAINE AT FORT KENT		IIB		3	4		----	22.1	17.5	----	21.1		3	3		----	26.3	20.9	----	25.0
U OF MAINE AT MACHIAS		IIB	3	2	3		27.0	23.4	18.8		22.5	3	2	3		31.8	28.1	22.4		26.9
U OF MAINE AT ORONO		IIA	3	4	4	5	32.2	24.8	20.0	13.9	25.3	3	4	4	5	38.0	29.4	23.5	16.1	29.9
U OF ME AT PRESQUE ISLE		IIB	3	2	3	4	27.2	23.8	18.7	14.3	21.7	2	2	3	4	32.6	28.2	22.1	16.4	25.8
U OF SOUTHERN MAINE		IIA	3	3	4	4	31.9	25.7	20.2	16.7	25.4	3	3	4	4	37.8	30.6	24.0	19.7	30.2
WESTBROOK COLLEGE		III				4				15.9	15.9				4				18.8	18.8
MARYLAND																				
ALLEGANY CMTY COLLEGE		III		4	4	4	----	21.8	18.6	16.0	18.9		3	3	3	----	27.7	23.4	19.6	23.8
ANNE ARUNDEL CMTY COLLEGE		III	1	1	2	1	32.2	27.6	22.4	20.0	26.7	1	1	2	1	39.6	33.8	26.9	23.9	32.5
BALTIMORE HEBREW COLL		IIC																		
BOWIE STATE COLLEGE		IIB	1	1*	1*		35.6	29.2	23.2		28.8	1	1	1		40.6	34.1	27.4		33.4
CAPITOL INST TECHNOLOGY		IIC			3		----	----	19.5		21.3			3		----	----	23.0		24.6
CATONSVILLE CMTY COLLEGE		III	1	1	1	2	34.7	28.9	24.6	18.6	27.8	1	1	1	2	41.5	34.6	29.2	21.6	33.2
CECIL COMMUNITY COLLEGE		III		2	3		----	24.6	20.6	----	22.1		3	3		----	29.8	25.0	----	26.4
CHARLES CO CMTY COLLEGE		III	2	2	4		29.0	25.5	19.7	----	24.3	3	3	4		33.0	29.0	22.7	----	27.7
CHESAPEAKE COLLEGE		III		4	3			22.3	20.8	----	20.6		4	3			26.5	24.6	----	24.5
COLLEGE OF NOTRE DAME MD	LFO	IIB	4	3	2	3	24.7	21.4	19.3	15.7	21.0	4	4	3	4	27.6	24.0	21.9	17.6	23.7
COLUMBIA UNION COLLEGE		IIB	5	5	4	4	18.3	17.7	17.4	15.3	17.3	5	5	4	4	21.0	20.3	19.9	17.8	19.8
CMTY COLLEGE OF BALTIMORE		III	2	2	2	2	31.5	25.0	21.1	17.7	24.4	2	3	2	2	36.9	29.7	25.3	21.5	29.0
COPPIN STATE COLLEGE		IIB	1	1	1	2	33.9	27.9	22.0	16.9	26.0	1	1	1		39.9	33.1	26.0	20.2	30.8
DUNDALK CMTY COLLEGE		III		2	1	1	----	26.3	23.5	20.1	24.4		2	1	1	----	31.4	27.9	23.6	29.0
ESSEX COMMUNITY COLLEGE		III	1	1	1	1	35.2	28.6	24.1	19.5	28.6	1*	1*	1*	1	46.6	37.6	31.8	25.7	37.8
FREDERICK CMTY COLLEGE		III			4	4	----	----	19.7	15.5	21.1			3	4	----	----	24.7	18.6	26.6
FROSTBURG STATE COLLEGE		IIA	3	3	3	2	32.2	26.5	22.1	18.3	25.3	2	3	3	3	39.7	32.1	26.2	21.3	30.4
GARRETT COMMUNITY COLLEGE	4	III			3	4	----	----	19.8	15.7	19.5			3	4	----	----	23.6	18.8	23.2
GOUCHER COLLEGE		IIB	2	2	2	3	30.2	24.0	19.4	16.0	24.1	1	2	2	3	37.4	29.4	24.0	19.2	29.7
HAGERSTOWN JUNIOR COLLEGE		IIC	3	3	3		25.8	23.3	21.0	----	23.1	3	3	3		29.7	26.6	22.9	----	26.5
HARFORD COMMUNITY COLLEGE	4	IIC	2	2	2	3	32.9	28.3	22..	15.2	25.0	2	1	2	3	42.0	36.0	27.7	18.5	31.6
HOOD COLLEGE		IIA	4	5	5	5	29.3	23.2	18.8	15.2	22.0	4	4	5	5	34.9	27.6	21.9	17.5	26.0
HOWARD COMMUNITY COLLEGE		IIC	2	1	2	2	32.0	29.1	22.4	18.7	23.6	2	1	2	1	38.9	34.9	26.7	22.8	28.3
JOHNS HOPKINS UNIVERSITY		I	1	1	2	3	46.1	32.5	24.4	17.9	37.0	1	1	3	3	55.9	39.9	28.6	21.6	44.7
LOYOLA COLLEGE		IIA	2	1	2		34.6	29.3	23.0	----	26.6	3	2	3		39.5	33.2	26.4	----	30.4
MARYLAND C ART AND DESIGN		III																		
MONTGOMERY C GERMANTOWN		III	1	2	3		33.8	26.8	20.6	----	26.5	1	1	2		41.5	33.9	26.6	----	33.4
MONTGOMERY C ROCKVILLE		III	1	1	1	1	34.4	29.0	24.0	19.2	30.1	1	1	1	1	43.3	36.9	30.8	24.9	38.1
MONTGOMERY C TAKOMA PARK		III	1*	1	1	2	35.4	29.8	23.6	18.7	29.5	1	1	1	2	43.3	36.8	29.3	23.5	36.4
MORGAN STATE UNIVERSITY		IIA	1	2	2	4	36.3	27.3	22.9	17.0	27.1	1	2	1	3	44.5	33.7	28.5	21.1	33.5
MOUNT SNT MARY'S COLLEGE		IIB	2	3	4		28.8	22.6	17.1	----	20.3	2	3	4		33.0	26.0	19.6	----	23.3
PEABODY INST OF JHU		IIC	4	5			20.9	7.9			17.0	4	5			25.1	10.1			20.6
PRINCE GEORGES CC		III	1	1	1	1	32.9	29.3	24.8	20.3	29.3	2	1	1	2	38.0	33.8	28.2	23.0	33.6
SAINT JOHN'S C MAIN CAM		IIB				1*				24.6	24.6				1*				30.4	30.4
SNT JOHN'S C SANTA FE NM		IIB				1*				24.2	24.2				1*				29.3	29.3
SALISBURY STATE COLLEGE		IIA	2	2	2	3	34.8	27.8	22.4	18.0	25.2	1	1	1	2	43.4	35.1	29.0	22.7	31.9
SOJOURNER-DOUGLAS C		IV				5				11.4	11.4				5				13.4	13.4
TOWSON STATE UNIVERSITY		IIA	1	1*	1	2	35.5	29.9	24.3	19.3	27.6	1	1*	1*	1	43.7	37.3	30.7	24.4	34.5
UNIFORMED SERV U HLTH SCI		IIC	1*	1*	1		54.3	38.1	27.6	----	35.9	1*	1*	1*		62.5	45.3	32.9	----	42.3
U S NAVAL ACADEMY		IIC	1*	1*	1		44.0	34.9	26.1		35.1	1	1	1		48.3	38.3	29.0		38.6
UNIVERSITY OF BALTIMORE		IIA	2	4	1		34.1	24.8	23.5	----	26.6	2	3	2		41.2	30.7	27.8	----	32.0
UNIV MARYLAND-COLL PARK		I	2	2	2	4	40.8	29.6	23.8	17.2	30.1	2	2	3	4	50.0	36.5	28.7	21.1	36.9
UNIV MARYLAND-BALTO PROF SCH		IIC	1	1	1	2	42.6	32.6	26.0	18.6	29.3	1*	1*	1*	1	52.1	40.0	34.6	22.6	36.9
UNIV MARYLAND-BALTO COUNTY		IIA																		
UNIV MARYLAND-EASTERN SHORE		IIB	2	1	1*	1*	29.1	27.7	24.8	21.1	24.2	2	1	1*	1*	35.3	33.9	30.4	26.4	29.5
VILLA JULIE COLLEGE	PNA	III																		
WASHINGTON BIBLE COLLEGE		IIC					----	----	----	----	14.8					----	----	----	----	17.6
WASHINGTON COLLEGE		IIB	2	2	2		30.3	24.3	20.7		25.1	2	2	2		35.3	28.7	24.7		29.6
WASHINGTON THEOL UNION		IIC		3	4			21.9	16.4		18.4		4	5			23.4	18.1		20.1
WESTERN MARYLAND COLLEGE		IIA	4	4	4		29.3	24.3	21.0		24.9	4	4	3		35.4	29.3	25.3		30.1
WOR-WIC TECH CMTY COLLEGE		III			3				20.0		20.0			3				23.6		23.6
MASSACHUSETTS																				
AMERICAN INTRNATL COLLEGE		IIA	5	5	5	5	27.7	20.0	17.4	14.1	19.8	5	5	5	5	32.3	23.5	20.5	16.1	23.7
AMHERST COLLEGE		IIB	1*	1*	1*		42.7	30.5	23.5		34.5	1*	1*	1*		52.2	37.9	29.6		42.5
ANDOVER NEWTON THEOL SCH		IIC	4				23.4		----		21.8	3				29.5		----		27.6
ANNA MARIA COLLEGE		IIA		5	5		----	20.7	18.5	----	19.8		5	5		----	23.5	21.0	----	22.4
AQUINAS JC AT MILTON	LFO	IV				5				14.6	14.6				5				16.2	16.2
AQUINAS JC AT NEWTON	LFO	IV				5				13.8	13.8				5				15.4	15.4
ASSUMPTION COLLEGE		IIA	4	4	3		30.4	24.4	21.0	----	24.1	4	4	4		35.6	28.8	24.3	----	28.2
ATLANTIC UNION COLLEGE		IIB	5	5	3		18.9	17.6	18.1		18.2	5	5	3		21.7	20.1	20.7		20.8
BABSON COLLEGE		IIC																		
BAY PATH JUNIOR COLLEGE		III		3			----	22.9	----	----	21.0		4			----	25.9	----	----	23.7
BAY STATE JR COLL OF BUS		IV		1*			----	22.9	----	----	21.0		1*			----	25.9	----	----	23.7
BECKER JC-LEICESTER		III			5			----	17.7		19.3			4			----	21.4		23.5
BECKER JC-WORCESTER		III			5	4	----		17.6	15.3	18.3			5	4	----		21.2	17.7	22.0
BENTLEY COLLEGE		IIC	1	1	1	1	38.6	30.8	25.1	22.3	28.6	1	1	1	1	46.4	37.0	29.5	25.7	34.0
BERKLEE COLLEGE OF MUSIC		IIC				4				14.8	14.8				3				17.3	17.3
BERKSHIRE CHRISTIAN C		IIC					----				----					----				----
BERKSHIRE CMTY COLLEGE		III	2	3	3	3	29.5	24.4	20.0	17.5	23.4	3	4	4	4	31.3	25.8	21.8	19.0	25.0
BLUE HILLS REG TECH INST		IV				2				24.5	24.5				3				25.4	25.4
BOSTON COLLEGE		I	2	2	1	1	41.2	30.5	24.7	20.7	31.3	2	1	1	2	50.9	37.9	30.1	23.6	38.5
BOSTON CONSV OF MUSIC		IIC				4				15.0	15.0				4				16.9	16.9
BOSTON UNIVERSITY		I	3	2	2	2	38.9	30.0	23.9	20.2	30.2	3	3	3	3	46.1	35.5	27.5	22.5	35.4
BRADFORD COLLEGE		IV				4				17.1	17.1				4				20.7	20.7
BRANDEIS UNIVERSITY		I	1	1	2	3	43.6	31.8	24.0	19.0	33.1	1	1	3	4	53.8	38.6	28.3	21.5	40.1
BRIDGEWATER STATE COLLEGE		IIA	2	2	1*	1*	34.2	27.5	24.8	22.5	28.8	4	4	2	1	36.1	29.4	26.6	24.3	30.7
BRISTOL COMMUNITY COLLEGE	4	III	2	3	2	2	28.8	23.6	21.4	18.4	23.3	4	4	4	3	30.6	25.1	23.1	19.9	25.0
BUNKER HILL CMTY COLLEGE		III	3	3	2	3	27.7	23.8	21.1	17.0	22.3	4	4	4	4	29.3	25.5	22.7	18.6	23.9
CAPE COD CMTY COLLEGE		III	2	2	2	1	29.4	24.8	22.1	19.4	24.4	4	4	3	3	30.7	26.1	23.3	20.7	25.6
CHAMBERLAYNE JR COLLEGE		III			5	4			17.2	15.8	16.2			5	4			19.7	18.4	18.8
CLARK UNIVERSITY		IIA	1	1	3		37.7	28.9	21.5	----	29.4	1*	1*	3		47.0	36.9	26.0	----	36.6
COLLEGE OF THE HOLY CROSS		IIB	1*	1	1	1	36.0	27.8	22.7	20.0	26.7	1*	1*	1	1*	46.2	34.8	27.6	24.3	33.3
COLLEGE OUR LADY OF ELMS	LFO	IIB		3	3			22.5	18.7		19.4		3	3			26.1	21.3		22.3
CURRY COLLEGE		IIB	4	3	3	3	23.8	22.4	18.3	15.5	20.1	4	3	3	3	27.8	26.6	21.4	18.3	23.7
DEAN JUNIOR COLLEGE		III	4	3	4	5	25.3	23.4	18.1	14.8	19.1	4	4	5	5	28.5	26.4	20.7	17.1	21.7
EMERSON COLLEGE		IIA	3	5	2		31.9	25.9	23.0	----	26.7	2	2	1		40.4	32.8	29.0	----	33.8
EMMANUEL COLLEGE		IIB	3	3	3	3	26.5	22.1	18.5	16.6	21.1	2	2	3	2	32.8	27.2	22.5	20.5	26.0
ENDICOTT COLLEGE		III	5		5	4	19.0	----	16.9	15.1	17.5	5		5	5	21.2	----	18.9	16.9	19.5
EPISCOPAL DIVINITY SCHOOL		IIC	5				18.3	----			18.1	3				33.7	----			33.2

(6)	(7)	(8)	(9)	(10)
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)	NUMBER OF FULL-TIME FACULTY	AVERAGE SALARY BY RANK AND BY SEX

BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
7.								9.3				33				14				17.9				16.1
17.												9				6				19.1				16.7
14.	ALL	ALL	23.						1	1	11		2	3	11				15.3				----	15.6	
5.				76.				10.2				75				17				19.6				18.3
17.		ALL	7.			-----		5.5	-----	4		8	1		1	6	----		19.6	----			----	17.2	
22.										6	3	9	4		2	4	2	12.4	----	----	----			----	----	----
19.	ALL	94.			9.7	9.3	10.0	-----		18	15	6		1	3	10	5	----	----	17.2			----	15.7	----
20.	ALL	87.	13.		7.6	8.3	10.1	-----		27	24	15	1		7	9	4	29.0	23.8	19.1	----		21.1	19.0	----
19.	ALL	ALL	13.		-----	9.0	-----	-----		3	5	7	1	1	1	1	1	----	----	----	----	----	----	----	----
19.	ALL	63.	9.		-----	9.1	11.1			5	9	8		1	7	5		----	23.5	----		----	25.2	----	
18.	97.	93.	5.	4.	7.6	8.9	10.9	18.1		150	142	92	15	6	28	39	10	32.3	25.1	20.8	13.9	29.2	23.3	18.3	14.0
19.	95.	85.	27.		4.8	10.8	8.8	7.5		15	11	11	1	4	2	4	8	----	----	----	----	----	----	----	----
19.	96.	83.	13.		8.4	9.4	11.6	10.7		51	88	21	6	6	27	17	16	32.2	26.1	20.5	15.2	29.8	24.4	19.8	17.3
18.													18				32				18.7				14.3
26.	ALL	ALL	74.	50.						3	8	13	5	1	5	13	15	----	----	19.4	----	----	----	17.8	----
22.	ALL	ALL	41.		7.1	9.7	10.5	10.8		33	48	19	7	10	20	22	12	32.7	28.0	22.5	19.8	30.8	26.7	22.3	20.1
16.	ALL	77.	33.							16	14	17	2	10	8	16		35.7	30.2	23.2		35.5	27.5	23.2	
16.										4	2	5				1		----	----	----				----	
19.	98.	97.	77.	21.						36	52	28	7	9	25	33	17	35.1	29.6	25.2	----	33.3	27.6	24.1	----
20.	ALL	50.	50.							3	5	8	1	2	1	10	3	----	----	22.7	----	----	----	19.0	----
14.	ALL	90.	45.	17.	9.3	11.1	12.0	-----		12	6	6	1	1	4	5	5	29.0	----	----			----	----	----
19.	ALL	91.	45.							1	7	5	4	1	4	6	1		----	----	----		----	----	
13.	89.	60.			7.8	7.5	8.1	-----		4	3	5	2	14	12	17	6	----	----	----		----	----	----	15.7
15.										9	6	12	5		8	12	5	18.3	17.6	16.8	----		17.8	17.8	----
19.	ALL	90.	80.	40.						28	27	19	6	12	13	25	13	32.1	25.0	21.2		30.0	25.1	21.0	17.7
18.	94.	80.	61.	11.						21	20	18	5	12	10	20	13	33.5	27.7	22.8	----	34.5	28.4	21.3	----
19.	ALL	95.	40.	9.						3	12	10	3	1	9	5	8	----	26.9	----	----		25.3	----	----
32.	ALL	98.	84.	10.						44	30	28	8	12	22	21	12	35.6	28.8	24.6	20.1	33.5	28.4	23.4	19.2
26.	14.	43.			4.7	8.8	7.3	5.6		5	5	7	4	2	2	9	7	----	----	20.4	----			19.1	----
20.	98.	85.	48.	17.						44	36	45	15	6	4	15	15	32.0	----	22.4	18.5	33.5	----	21.2	18.2
19.	ALL	ALL	44.		-----	-----	4.7	7.1		1	2	7	7		1	2	1	----	----	----	----		----	----	----
23.	97.	62.			4.7	4.5	9.1	9.7		22	8	8		8	5	19	7	31.2	----	19.2		27.3	----	19.5	16.0
15.	ALL	86.	33.							18	9	5	1	2	5	7	5	25.8	----	----			----	----	----
26.	90.	95.	59.	13.						8	23	12	4	2	14	10	12	32.9	27.7	22.0			29.2	22.3	15.2
18.	88.	66.	9.		8.5	9.9	9.6	-----		10	8	11	2	7	21	23	5	27.9	22.9	19.0	----	31.2	23.3	18.8	----
20.										4	7	6	3	2	3	11	4	----	----	23.2	----	----	----	22.0	----
21.	92.	15.			7.2	8.2	9.6	5.0		255	74	91	7	17	14	40	11	46.3	32.9	24.3	20.8	42.6	30.2	24.7	16.1
16.	84.	73.	32.		14.4	5.6	13.6	-----		24	41	50	4	1	8	23	1	----	30.1	24.1	----	----	25.4	20.8	----
26.	ALL	33.			7.7	9.3	10.3	-----		5	7	4	1	1	2	5		----	----	----	----	----	----	----	
27.	98.	83.	30.	10.	7.8	9.2	9.7	-----		85	36	30	4	25	27	20	6	34.4	29.4	24.4	----	34.4	28.5	23.5	----
23.	97.	63.			7.3	9.0	9.8	-----		16	6	6	4	15	10	11	4	35.5	32.5	25.0	----	35.3	28.2	22.8	----
23.	92.	74.	78.	32.						50	47	48	11	16	21	39	14	36.6	27.9	23.2	18.0	35.4	26.0	22.6	16.1
15.	ALL	79.	13.		10.0	12.7	9.9	-----		9	17	23	1		2	8	1	28.8	----	17.2	----		----	16.8	----
21.	25.				11.1	10.6				34	11			17	11			23.4	7.8			16.0	7.9		
15.	98.	94.	43.		7.9	8.7	10.9	13.7		70	52	19	8	29	38	23	14	32.9	29.4	24.9	20.9	32.9	29.2	24.7	19.9
24.				65.				6.9					54				6				24.8				23.7
21.				67.				7.0					32				7				24.9				20.6
27.	91.	92.	54.	9.	10.1	10.2	10.3	10.1		30	40	38	21	4	12	14	23	----	28.0	22.9	18.0	----	27.3	21.2	17.9
17.													12				4				----				----
25.	ALL	97.	70.	42.	6.8	6.8	6.5	15.6		77	82	87	14	21	32	71	19	35.5	30.0	24.5	19.3	35.2	29.7	24.0	19.3
18.	95.	65.			15.6	7.6	4.9	-----		21	12	37	1	1	8	13	1	----	41.5	28.4	----	----	33.0	25.3	----
10.	95.	90.	8.							76	88	54			4	21		44.0	----	26.6			----	24.8	
21.	80.	45.	24.		11.3	13.4	12.2	-----		25	28	36	1	3	3	13		----	----	23.9	----	----	----	22.5	
22.	ALL	97	11.		14.3	14.9	16.5	14.4		369	327	226	54	31	74	112	55	40.9	29.9	24.2	18.0	39.8	28.3	22.9	16.4
26.	ALL	87.	12.		13.8	13.6	14.8	12.6		54	71	47	12	11	19	80	56	43.8	33.6	30.0	22.9	36.9	29.1	23.6	17.6
					13.2	14.3	19.5	12.8																	
22.	ALL	ALL	39.	10.	13.1	12.4	13.1	13.7		5	11	22	6	1	1	11	4	----	----	25.1	----	----	----	24.2	----
19.					-----	-----	-----	-----		3	5	3				2	2	----	----	----				----	----
18.	ALL	ALL	56.		20.1	20.5	25.1			13	18	15	1	3	4	1		----	----	20.7		----	----		
9.											6	10	1			1	1		21.9	16.4					
21.	ALL	96.	44.	50.	9.0	10.2	9.7	-----		27	23	15	2	1	5	10		29.3	----	21.1			----	20.7	
18.											2	2	2		1	10	2							20.0	
17.	ALL	88.	38.							14	20	10	6		5	14	4	27.7	----	17.1	----		----	17.7	----
23.	ALL	95.			9.7	11.2	12.7			68	24	27		1	3	15		----	----	23.6		----	----	23.3	
26.	ALL	ALL								11		2		1	1	3		23.4						----	
13.	ALL	82.	45.							3	6	4	1	2	5	7	4	----	----	----	----	----	----	----	----
11.																	11								14.6
12.																	19								13.8
17.	ALL	96.	29.		12.4	11.1	10.4	-----		17	22	29	2		4	5	1	30.4	----	----	----		----	----	----
15.	ALL									9	12	7	1	5	3	9	1	----	----	19.9		----	----	16.7	
					10.8	15.1	8.6	-----																	
15.	ALL	ALL	80.							4	4	1	1		4	4	4	----	----	----	----		----	----	----
13.	ALL	ALL								4	4	1	1		4	4	4	----	----	----	----		----	----	----
22.										2	3	7	1		1	2			----	17.7					
20.										4	2	3		1	2	9	6	----		----				----	15.3
19.	94.	70.	3.		9.4	9.6	10.6	9.8		32	27	53	16		10	20	6	38.6	31.1	25.5	21.8		30.0	24.2	23.8
18.													156				3				----				----
---	ALL	ALL	ALL							4	1	2			1			----							
7.	ALL	78.	17.		5.7	6.6	8.6	9.0		18	7	14	3	2	11	9	6	29.5	24.7	20.6	----		24.2	19.2	----
3.				82.									24				9				24.6				24.3
23.	95.	96.	18.		10.1	10.8	12.7	13.7		117	163	82	12	17	60	43	15	41.6	31.2	25.6	21.7	39.1	28.6	22.9	19.8
13.													10				9				15.4				14.5
17.	92.	68.			7.8	8.8	11.3	13.4		288	195	209	25	37	66	131	41	39.2	30.4	24.5	21.5	36.8	28.8	22.9	19.4
21.													17				11				17.8				16.0
21.	99.	91.			6.7	9.9	13.3	13.3		120	69	63	8	6	18	25	4	45.7	32.5	24.1	----	41.8	29.2	23.5	----
7.	99.	95.	67.	17.	12.2	7.0	9.8	9.8		71	52	39	2	8	22	34	5	34.3	28.1	25.0	----	32.8	26.0	24.5	----
7.	96.	96.	72.							16	11	13	3	7	12	12	14	29.1	23.6	21.0	----	28.3	23.5	21.8	----
7.	66.	57.								23	17	16	9	6	11	19	22	28.0	24.7	21.6	16.5	26.3	22.4	20.8	17.2
5.	ALL	79.	24.		5.7	8.5	7.1	7.6		21	12	10	7	3	7	15	8	----	25.1	22.2	20.0	----	24.5	22.0	18.9
16.										2		4	8			3	7			----	17.1			----	14.3
25.	98.	96.			7.4	7.9	9.7	-----		41	44	29	3	9	4	17	1	37.8	----	21.7	----	37.1	----	21.1	----
25.	ALL	99.	14.		10.3	10.5	10.7	10.1		26	60	42	10		12	17	3	36.0	28.1	22.9	----		26.2	22.2	----
15.		67.	8.			7.0	7.5				4	4			2	20			----	----			----	----	
18.	23.	21.								11	12	6	5	2	7	14	7	----	21.7	16.7	----	----	23.7	19.0	----
14.	ALL	92.	41.							6	13	12	11	1		15	5	25.5	23.4	19.7	----			16.9	----
27.	84.	50.	12.		11.2	12.3	11.8	12.1		22	7	18	1	9	11	16	3	33.0	26.7	22.8		29.1	25.4	23.2	----
23.	ALL	71.	12.		10.0	10.0	10.0	9.0		8	9	5	2	2	15	12	5	----	23.5	----	----	----	21.3	----	----
12.										13	2		4	9	3	14	5	19.6	----		----	18.3	----	16.9	----
84.	ALL	ALL			13.9					16				2	1			----				----	----		

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MASSACHUSETTS (CONTD)																				
FISHER JUNIOR COLLEGE		IV				4				18.0	18.0				4				20.8	20.8
FITCHBURG STATE COLLEGE		IIB	1	1	1*	1	31.7	27.6	23.8	18.0	25.5	2	2	1	2	34.6	30.3	26.1	20.0	28.0
FORSYTH SCH DENTL HYGNSTS		III							----	----	13.9							----	----	17.1
FRAMINGHAM STATE COLLEGE		IIA	3	3	1	1	32.4	25.9	23.4	19.5	26.4	4	4	3	3	34.5	28.0	25.0	20.5	28.2
FRANKLIN INST OF BOSTON		III	4		4	2	24.0	----	19.3	17.7	19.8	4		3	3	28.9	----	23.7	20.1	23.8
GORDON COLLEGE		IIB	3	3	3		26.1	22.6	18.7		23.0	3	2	3		31.7	27.6	22.0		27.8
GREENFIELD CMTY COLLEGE		III	4	3	3	2	26.4	24.1	19.8	17.9	22.2	4	4	4	3	28.9	26.4	21.7	19.6	24.3
HAMPSHIRE COLLEGE		IIB	1*	1	2		36.9	26.1	20.7		26.2	1*	1	2		44.7	30.9	24.0		31.1
HARVARD UNIVERSITY		I	1*	2	1*	3	53.6	30.5	26.7	18.1	41.0	1*	2	1*	3	64.5	36.9	32.5	22.0	49.5
HOLYOKE COMMUNITY COLLEGE		III	3	3	2	3	27.7	23.4	21.2	16.6	22.0	4	4	4	5	29.0	25.0	22.3	17.2	23.1
LABOURE JUNIOR COLLEGE		III			4	2		----	18.8	17.6	18.5			4	3		----	21.7	20.0	21.4
LASELL JUNIOR COLLEGE		III	5	5	5	5	20.7	19.5	16.6	13.5	16.8	5	5	5	5	25.4	23.6	20.2	16.3	20.5
LESLEY COLLEGE	PNA	IIC																		
MASS BAY CMTY COLLEGE		III	3	2	3	3	28.1	25.0	20.4	17.0	23.2	4	4	4	4	29.8	26.7	21.9	18.6	24.8
MASS COLLEGE OF ART		IIC	2	2	2		31.4	25.6	22.2	----	26.7	3	3	3		33.5	27.3	23.7	----	28.5
MASS C PHAR-HLTH SCI		IIC		3	3		----	21.5	18.9		21.1		4	4		----	25.1	21.9		24.5
MASS INST OF TECHNOLOGY		I	1*	1*	1*	1	48.6	34.4	27.2	21.5	39.5	1*	1*	1*	1*	60.5	43.4	34.3	29.1	49.5
MASS MARITIME ACADEMY		IIC	2	2	1		29.2	27.1	24.7		27.0	3	3	2		30.8	28.4	26.2		28.5
MASSASOIT CMTY COLLEGE		III	3	3	4	4	27.5	23.2	19.2	16.1	21.9	4	5	5	5	29.0	24.6	20.5	17.5	23.3
MERRIMACK COLLEGE		IIB	1	1	2		31.8	25.7	20.4		23.9	1	1	2		38.9	31.1	23.6		28.5
MIDDLESEX CMTY COLLEGE		III	3	3	3	3	27.2	22.9	20.7	16.5	20.9	4	5	4	4	28.9	24.6	22.3	18.1	22.6
MOUNT HOLYOKE COLLEGE		IIB	1*	1*	1	2	38.6	28.9	22.2	17.4	28.9	1*	1*	1	2	47.9	36.3	27.3	20.7	35.7
MOUNT IDA JUNIOR COLLEGE		IV				5				13.0	13.0				5				15.1	15.1
MT WACHUSETT CMTY COLLEGE		III	3	3	2	3	27.5	24.3	21.8	17.2	23.4	4	4	3	4	29.3	26.2	23.5	18.3	25.1
NEW ENGLAND C OPTOMETRY		IIC		2	2	1	----	27.2	23.1	20.2	24.4		2	2	2	----	32.0	26.6	22.5	28.2
NEW ENGLAND CONS OF MUSIC		IIC																		
NORTH ADAMS STATE COLLEGE		IIB	2	1	1*	1*	30.3	27.1	24.1	20.3	25.8	3	2	1	1	32.3	28.9	25.8	21.7	27.6
NORTH SHORE CMTY COLLEGE		III	3	2	2	2	28.7	24.9	21.5	17.7	23.1	4	4	4	4	30.1	26.3	22.8	19.0	24.5
NTHN ESSEX CMTY COLLEGE		III	2	3	3	2	31.8	24.2	21.0	18.7	23.9	3	4	4	4	34.3	26.7	22.2	19.1	25.5
PINE MANOR COLLEGE		IV				2				25.5	25.5				2				30.4	30.4
QUINCY JUNIOR COLLEGE		IV				2				24.2	24.2				3				25.9	25.9
QUINSIGAMOND CMTY COLLEGE		III	3	3	3	2	27.6	23.6	21.0	17.9	23.5	4	4	4	3	30.0	25 8	22.9	19.5	25.6
REGIS COLLEGE		IIB	3	3	3		25.8	21.8	18.2	----	20.9	3	3	3		30.3	25.8	21.4	----	24.6
ROXBURY COMMUNITY COLLEGE		III		1	2		----	27.6	21.7	----	21.5		3	3		----	29.5	23.1	----	22.9
SALEM STATE COLLEGE		IIA	3	2	2	2	33.1	27.6	23.0	18.6	27.2	4	4	4	4	35.0	29.2	24.5	19.8	28.8
SIMMONS COLLEGE		IIA	1	2	2	1	35.6	27.8	22.8	19.9	27.8	2	3	3	2	42.6	32.4	26.4	22.9	32.7
SMITH COLLEGE		IIA	1	1	2	2	38.2	29.0	23.2	18.6	30.3	1*	1	2	3	47.7	36.3	27.7	21.7	37.5
STHESTN MASS UNIVERSITY		IIA	5	5	5		28.2	20.9	17.1		23.1	5	5	5		30.0	22.4	18.5		24.7
SPRINGFIELD COLLEGE		IIA	3	4	4	5	32.6	24.3	19.9	13.5	25.0	3	4	4	5	39.2	29.5	24.3	16.7	30.2
SPRINGFIELD TECHNICAL CC		III	3	2	2	2	28.2	25.7	22.3	18.7	24.0	3	3	3	2	31.0	29.0	24.7	21.3	26.7
STONEHILL COLLEGE	LFO	IIB	2	3	2		28.6	22.9	19.8		23.1	2	2	2		33.7	27.2	23.6		27.5
SUFFOLK UNIVERSITY	22	IIA	1	2	1	2	35.6	28.0	23.7	18.7	29.3	2	2	2	3	41.4	32.9	27.5	20.6	34.1
SWAIN SCHOOL OF DESIGN		IIC							----		----							----		----
TUFTS UNIVERSITY		I	2	1	1	2	42.5	31.7	25.1	19.4	32.5	2	1	1	2	51.9	39.0	29.7	24.2	39.5
UNIVERSITY OF LOWELL		IIA	1	1*	1*	1	37.4	30.2	25.1	20.7	30.3	2	3	2	2	39.9	32.2	26.9	22.1	32.4
U OF MASS AMHERST CAMPUS		I	3	1	1	1	38.6	30.8	24.8	21.9	33.2	5	4	4	2	40.1	32.2	26.2	23.4	34.7
WELLESLEY COLLEGE		IIB	1*	1*	1*	1*	44.7	31.6	26.1	20.5	32.3	1*	1*	1*	1*	56.7	39.6	32.1	24.3	40.4
WENTHORTH INST OF TECH		III	4	4	3	2	24.6	22.6	20.5	18.8	22.1	3	3	2	1	31.2	28.8	26.1	24.1	28.1
WESTERN NEW ENG COLLEGE		IIA	1	2	1	2	36.0	27.9	24.5	18.4	27.6	2	2	1	3	42.1	33.1	28.7	21.0	32.3
WESTFIELD STATE COLLEGE		IIC	2	2	2	2	31.0	26.0	23.2	19.0	25.7	3	3	2	2	33.1	27.9	24.9	20.6	27.5
WHEATON COLLEGE		IIB	1	1	1		34.4	28.0	21.1		27.7	1	1	2		40.5	33.4	24.4		32.4
WHEELOCK COLLEGE		IIC	2	3	4		30.1	22.2	18.1	----	21.9	2	3	4		36.4	26.6	20.4	----	25.9
WILLIAMS COLLEGE		IIB	1*	1*	1		41.7	29.9	22.7		31.6	1*	1*	1*		52.1	36.7	28.1		39.3
WILLIAMS COLLEGE		IIB	1*	1*	1		41.7	29.9	22.7		31.6	1*	1*	1		49.3	36.0	27.8		37.8
WORCESTER POLY INSTITUTE		IIC	1	1	1		39.2	31.3	25.3	----	31.8	1	1	2		44.1	35.9	28.3	----	36.0
WORCESTER STATE COLLEGE		IIB	1	1	1*		31.2	28.2	24.5	----	27.8	2	2	1		33.3	30.3	26.6	----	29.9
MICHIGAN																				
ALBION COLLEGE		IIB	1	1*	2	2	35.8	28.4	20.8	17.5	26.9	1	1*	1	2	43.7	35.5	25.5	21.3	33.0
ALMA COLLEGE		IIB	2	2	3		29.2	23.6	17.9	----	24.6	2	2	3		36.4	29.3	22.1	----	30.6
ALPENA COMMUNITY COLLEGE		IV				2				25.7	25.7				2				29.9	29.9
AQUINAS COLLEGE		IIB	2	2	2	1	30.6	24.7	20.8	18.8	23.3	2	2	2	2	35.7	29.0	23.9	20.2	26.9
BAKER JUNIOR COLLEGE BUS		IV				4				18.1	18.1				4				22.1	22.1
BAY DE NOC CMTY COLLEGE		IV				2				25.4	25.4				2				30.5	30.5
CALVIN COLLEGE		IIB	2	2	1	4	28.4	23.7	21.5	15.3	25.3	2	2	1	3	34.4	28.9	26.3	19.1	30.8
CALVIN THEOLOGICAL SEM		IIC	2				29.8	----			28.7	2				35.6	----			34.4
CTR FOR CREATIVE STUDIES		IIC	4	3			23.8	21.5	----		22.3	4	3			28.1	25.4	----		26.3
CENTRAL MICH UNIVERSITY		IIA	2	2	1	2	33.9	27.6	23.5	19.1	27.8	2	1	1	1	42.5	34.8	29.6	23.8	34.9
CHAS S MOTT CMTY COLLEGE		IV				1				29.8	29.8				1				35.0	35.0
CONCORDIA COLLEGE		IIB	5	5	5		20.5	18.1	15.0		17.4	5	5	4		25.1	21.4	19.0		21.5
CRANBROOK ACADEMY OF ART		IV				3				19.8	19.8				3				25.0	25.0
DAVENPORT COLLEGE OF BUS		IV				2				25.6	25.6				2				30.9	30.9
DELTA COLLEGE		III	1	1*	1*	1	34.7	30.8	25.6	21.4	28.7	1	1	1	1	39.1	34.9	29.3	24.9	32.7
DETROIT C OF BUS ADMIN		IIC				1				21.9	21.9				1				26.6	26.6
DETROIT COLLEGE OF LAW		IIC	1				36.2	----			34.7	1				45.2	----			41.5
EASTERN MICH UNIVERSITY		IIA	4	4	3	3	29.8	25.2	21.9	18.3	25.9	3	3	2	1	37.1	31.4	27.3	24.7	32.4
FERRIS STATE COLLEGE	1	IIB	2	1	1	1	30.2	25.7	22.6	20.1	24.5	1	1	1*	1*	37.5	32.3	28.6	25.7	30.9
KALAMAZOO VALLEY CC		IV				2				26.2	26.2				2				30.4	30.4
GMI ENGR MGMT INST		IIC	1	1	1		35.1	30.6	26.8		31.5	2	1	1		39.3	34.2	30.0		35.3
GLEN OAKS CMTY COLLEGE		IV				3				20.9	20.9				3				24.8	24.8
GOGEBIC COMMUNITY COLLEGE		IV				3				19.9	19.9				3				23.9	23.9
GRACE BIBLE COLLEGE		IIC						----	----		20.1						----	----		24.6
GRAND RAPIDS BAPT C & SEM		IIB	5	5	5		20.8	17.9	14.6		16.9	5	5	5		24.0	20.6	17.3		19.7
GRAND RAPIDS JR COLLEGE		IV				2				24.2	24.2				2				26.9	26.9
GRAND VALLEY ST COLLEGES	21	IIB	2	2	2		30.2	25.3	20.4		26.1	1	1	1		37.6	31.7	26.0		32.7
GREAT LAKES BIBLE COLLEGE		IIC	5				14.5	----			14.1	5				23.5	----			22.5
HENRY FORD CMTY COLLEGE		IV				1*				32.8	32.8				1*				37.5	37.5
HIGHLAND PK CMTY COLLEGE		IV				1				27.5	27.5				1				32.2	32.2
HILLSDALE COLLEGE		IIB	1	1	1		34.1	26.1	21.9	----	25.6	1	1	1		41.4	32.1	26.4	----	31.2
HOPE COLLEGE		IIB	2	2	1	2	28.9	25.0	21.2	16.7	24.5	2	1	1	2	35.6	30.8	26.3	19.9	30.2
JACKSON COMMUNITY COLLEGE		IV				1				27.2	27.2				2				31.4	31.4
JORDAN COLLEGE		IIB				5				11.3	11.3				5				12.5	12.5
KALAMAZOO COLLEGE		IIB	1	1	2		34.1	26.5	20.4	----	27.8	1	1	1		43.1	33.6	26.0	----	35.2
KENDALL SCH OF DESIGN		III			4				18.9		18.9			5				21.1		21.1
KIRTLAND CMTY COLLEGE		IV				3				19.8	19.8				3				24.3	24.3
LAKE MICHIGAN COLLEGE		III	4	3	3	3	26.0	22.9	20.6	17.5	21.4	3	3	3	3	30.8	27.2	24.9	21.1	25.6
LAKE SUPERIOR ST COLLEGE		IIB	2	2	2	5	27.6	24.5	20.4	10.4	21.8	2	1	1	5	34.2	31.6	25.6	14.3	27.9
LANSING COMMUNITY COLLEGE		III	4	3	2	1	26.1	23.8	21.5	19.1	22.7	3	3	2	2	31.1	27.7	25.3	22.9	26.9
LAWRENCE INST TECHNOLOGY		IIB	2	1	1*		30.8	26.7	23.5	----	25.6	2	1	1*		37.2	32.7	30.1	----	31.9
LEWIS C BUSINESS		III			5	5			16.3	7.3	11.3			5	5			17.8	8.0	12.3
MACOMB CO CC		IV				1				29.1	29.1				1				34.6	34.6
MADONNA COLLEGE		IIB			2	2	----	----	19.3	16.9	18.6			3	3	----	----	21.1	18.2	20.2
MARYGROVE COLLEGE		IIA		5	5		----	18.8	16.2	----	17.6		5	5		----	21.4	18.6	----	20.1
MERCY COLLEGE OF DETROIT	LFO	IIB	3	3	3	3	26.5	22.1	18.8	15.9	20.5	3	3	3	3	30.9	26.8	22.0	18.7	24.0
MICH CHRISTIAN COLLEGE		III			5				16.4	----	15.6			5				18.5	----	17.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
15.												3				18				----				----
10.	ALL	98.	59.		8.8	7.8	9.6	11.9	34	42	43	19	10	17	35	16	32.0	27.7	24.8	18.1	30.7	27.3	22.6	17.9
23.														1	3	5						----	----	
7.	ALL	ALL	72.	11.					32	21	24	7	19	12	26	12	32.8	26.0	23.1	20.4	31.6	25.8	23.7	18.9
20.									6	5	15	11			1		24.9	----	19.3	17.7				
21.	88.	60.	7.		6.6	6.0	6.5	-----	23	9	10	1	1	1	5	1	26.1	22.6	----				----	
9.	94.	69.	27.						15	10	16	2	2	3	6	8	26.4	----	20.0			----	19.3	17.9
19.					7.9	10.2	9.8		13	14	12			14	12		34.6	26.9	20.9			25.2	20.4	
21.	98.	2.	1.						503	122	213	12	22	24	68	5	53.8	30.8	26.7	----	27.7	29.4	26.6	----
5.	97.	85.	59.						16	18	23	11	14	9	16	22	28.5	25.8	21.4	17.0	27.1	22.5	20.8	16.3
16.	ALL	71.	62.	50.					1	4				3	13	8		----					18.8	17.6
22.	87.	8.	13.						5	3	1	1	8	9	7	10	----	----	----	----	----	----	----	----
7.	ALL	75.	20.						14	11	10	2	3	9	10	10	----	25.4	21.1		----	24.6	19.7	17.0
7.	ALL	85.	47.		8.0	9.4	10.0		17	8	9	1	3	5	8		----	----	23.0	----	----	----	21.2	
16.									7	21	10	2		5	8		----	----	19.1			----	18.6	
25.	ALL	55.							504	192	157	32	25	27	33	7	48.9	34.6	27.8	21.9	43.2	32.8	24.8	19.3
5.	ALL	81.	56.						17	21	17	1			1	1	29.2	27.1	24.7					
6.	ALL	79.	23.		6.6	8.0	7.0	7.7	25	26	15	10	7	7	20	12	27.9	23.4	19.2	16.2	26.2	22.4	19.2	16.0
19.	ALL	98.	14.						13	38	34		2	4	16		31.8	----	20.6			----	19.8	
8.	94.	79.	40.						12	7	8	10	4	7	12	18	----	23.1	20.2	17.7	----	22.7	21.0	15.9
24.	98.	84.			12.2	13.3	15.3	13.3	35	22	28	2	23	22	39	7	38.7	29.5	21.9	----	38.6	28.2	22.5	----
16.				24.								12				26				13.2				12.8
7.	ALL	87.	37.		3.1	6.2	6.6	21.2	17	13	10	6	3	2	9	4	----	24.3	21.9	----	----		21.7	----
16.	75.	17.							4	6	5	6			3	3	----	27.2	----	----			----	----
7.	ALL	ALL	69.	19.	11.4	5.3	13.7	6.7 31.1	26	19	22	13	5	3	7	8	----	----	24.4	19.6	----	----	23.0	21.5
6.	ALL	79.	28.		5.7	8.4	7.4	12.8	25	18	17	6	4	10	15	23	----	25.4	21.7	17.5	----	24.1	21.2	17.8
7.	14.	96.	38.						21	17	20	12	8	8	17	13	34.1	24.9	21.4	19.9	25.7	22.9	20.8	17.7
19.				54.								14				14				27.1				24.0
7.				75.								22				28				24.3				24.2
9.	ALL	ALL	52.						21	11	15	5	8	10	12	5	27.5	23.7	21.6	----	27.9	23.4	20.4	----
18.	92.	94.	35.		7.8	7.0	8.0	-----	3	1	2	1	10	17	15	3	----	----	----	----	----	----	----	----
7.	75.	50.	10.	14.					3	10	12	5	1	2	9	2	----	27.6	22.9	----			20.0	
6.	99.	97.	67.						75	54	53	8	16	21	34	16	33.3	27.9	23.5	18.6	32.1	26.7	22.1	18.6
17.	ALL	73.	8.		11.7	11.2	12.1	10.5	27	23	13	7	21	29	38	8	35.7	28.1	21.9	20.3	35.3	27.6	23.1	19.6
24.	98.	85.	3.		12.2	11.7	12.1	11.0	76	45	36	4	26	30	37	11	38.8	29.0	23.1	----	36.7	28.9	23.3	----
7.	96.	90.	17.						118	69	41		18	27	24		28.5	21.6	17.7		25.7	19.0	16.2	
21.	97.	95.	64.						31	31	18	6	6	8	7	5	----	25.0	20.5	----	----	21.8	18.4	----
11.	95.	91.	35.		5.8	6.9	6.3	5.9	31	23	31	2	8	9	20	23	28.4	25.7	22.4	----	27.4	25.9	22.6	----
19.	ALL	87.	4.		8.3	8.8	10.5		16	33	20		3	6	8		----	23.0	19.9		----	22.6	19.4	
16.	79.	25.			16.4	14.8	17.9	23.7	73	45	38	9	8	12	18	3	35.8	28.1	24.3	----	33.7	27.6	22.4	----
---					-----		-----	-----	1	2	5	1			2	2			----					
21.	92.	86.	1.		7.1	13.1	10.9	-----	107	97	90	2	11	29	42	5	42.8	32.3	25.8	----	39.8	29.6	23.4	----
7.	96.	95.	49.	7.	7.6	8.4	6.5	9.0	117	130	81	17	14	32	41	10	37.6	30.8	25.8	19.6	35.9	27.7	23.7	22.5
5.	92.	81.	12.	36.	7.2	8.2	7.9	11.2	544	309	135	11	47	65	50	3	38.9	31.1	24.8	----	35.8	29.3	24.7	----
25.	98.	87.	9.		15.4	15.9	16.1	17.9	32	15	53	5	33	16	41	10	45.2	31.1	26.0	----	44.2	31.9	26.2	----
27									32	61	45	10		6	5	3	24.6	22.9	----	----		20.4	----	----
17.	97.	66.	9.						26	34	34	9	3	7	12	4	----	28.2	25.3	----	----	26.6	22.2	----
7.	97.	88.	45.						25	44	48	4	9	12	12	4	31.7	26.2	23.6	----	29.1	25.4	21.6	----
17.	ALL	93.			9.1	8.9	10.9	-----	24	5	15	1	13	9	24	1	34.3	----	21.7		34.6	----	20.8	
18.	83.	75.						1	4	2			2	10	10	2	----	----			----	----	18.1	----
24.					10.0	11.1	13.6	10.7	73	14	51	1	1	4	27		----	----	23.1		----	----	21.9	
20.	ALL	ALL							73	14	51		1	4	27		41.7	----	23.1			----	21.9	
13.	97.	69.	10.		14.2	14.9	16.5	-----	60	65	43	3			8	2	39.2	31.3	25.6	----			23.9	----
7.	ALL	ALL	91.	20.	8.8	9.7	9.7	-----	47	32	38	1	18	11	20	4	31.8	28.9	24.7		29.8	26.1	24.2	----
23.	ALL	94.	21.						31	29	27	7	7	2	11	9	36.2	28.4	20.7	18.3	34.0		20.8	16.9
24.	97.	81.	23.		3.4	3.7	4.4	-----	30	16	9	1	1	5	4	3	29.2	----	----			----	----	----
17.												36				8				26.1				23.8
16.	ALL	78.	14.		-----	12.8	11.1	-----	6	28	10	8		4	11	1	30.6	----	22.1	18.8		----	19.7	
22.								13.5				5				14				----				----
20.				98.								31				9				25.7				24.2
22.	86.	25.	23.		5.7	7.1	7.0	9.5	104	39	24	8	10	5	11	7	28.6	----	22.1	13.8	26.3	----	20.2	17.1
20.	ALL	40.			3.2	-----	-----		13	5	1						29.8	----						
18.					3.3	3.0	-----	-----	15	12	4	1	1	4			23.8	----	----			----		
26.	95.	80.	47.	11.	8.0	8.8	9.2	8.6	177	127	123	26	20	31	52	21	34.0	27.7	23.7	19.5	32.4	27.1	22.8	18.6
18.				93.								139				71				30.2				28.8
23.	ALL	88.	31.						11	5	12	2		3	4		20.5	----	----			----	----	
26.								10.7				8								19.8				
21.												21				22				25.9				25.3
14.	ALL	ALL	98.		9.6	10.0	11.9	14.9	27	63	22	13	6	25	34	14	34.6	30.8	25.8	22.1	35.2	30.6	25.4	20.7
22.				73.				6.0				12				10				22.8				20.8
20.	68.								18	3			1	2			36.2	---						
25.	99.	90.	45.	14.		.4	.6	.4	217	122	77	13	46	46	64	16	30.2	25.6	22.7	19.0	28.0	24.3	20.9	17.6
26.	95.	82.	53.	44.					69	136	155	35	6	18	41	17	30.1	25.8	23.1	20.8	31.2	24.7	20.8	18.8
16.				86.								60				28				27.3				24.1
12.	ALL	91.	9.		7.2	7.0	14.9		44	50	18	1		4	4		35.1	----	----			----	----	
19.				ALL								19				5				----				----
20.												30				8				20.5				17.7
22.	ALL	ALL	ALL	ALL					1	4	3	2			1			----	----					
17.	93.	92.	38.						14	11	17	1		1	9	1	20.8	17.9	14.3				15.2	
11.				94.				3.8				150				71				23.6				25.4
25.	91.	84.	12.				.8		52	75	11		1	24	14		----	25.8	21.3		----	23.5	19.7	
60.	50.								6	3							14.5	----						
14.				91.				3.0				157				61				33.2				31.9
17.												29				20				27.4				27.7
22.	79.	90.	26.						11	18	17	1	3	3	2	4	----	----	----	----	----	----	----	----
23.	ALL	88.	15.		7.1	2.5	8.6	-----	40	46	28	6		11	11	3	28.9	25.2	21.7	----		24.1	19.9	----
16.				94.								76				32				28.1				25.1
10.									1		3	6	1	1	1	2				11.3				
27.	ALL	89.	13.		5.6	6.9	8.6	-----	29	23	9	3	2	5	6	2	----	----	20.7	----	----	----	20.1	----
12.												15			5	1			----				----	
23.												14				5				----				----
19.									13	8	6	5	1		6	11	26.9	22.9	21.3	----			20.0	----
28.	94.	89.	68.						15	40	19	8	1	4	9	6	27.6	----	20.8	17.2		----	19.6	1.4
18.									30	38	31	16	2	20	13	9	----	24.1	21.7	19.4	----	23.1	21.0	18.6
25.	92.	89.	39.						13	17	25	3		1	6	2	30.8	26.7	23.8	----			22.0	
9.									2	?			2		8	10							16.3	7.3
19.				95.								241				106				29.4				28.5
9.	29.		3.						3	5	11	8	4	7	18	22	----		20.0	17.9		----	19.0	16.5
14.	96.	87.	20.						2	6	6	1	5	9	14	6		----	----		----	----	----	----
17.	83.	60.	19.		7.3	7.6	8.3	8.2	6	17	6	1	6	15	20	16	26.0	22.7	18.8		26.9	21.5	18.8	15.9
13.		ALL	14.							2	4	3			3	1			----	----			----	

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR
MICHIGAN (CONTD)																				
MICHIGAN STATE UNIVERSITY	3	I	4	4	3	2	36.8	27.7	23.5	19.2	31.3	3	3	2	2	44.7	34.1	29.3	24.2	38.3
MICHIGAN TECHNOLOGICAL U		IIA	1*	1	1	2	38.7	29.1	23.3	19.0	28.4	1*	1	1	2	47.1	35.8	28.8	23.7	34.9
MID MICHIGAN CMTY COLLEGE		IV				3				21.1	21.1				3				25.3	25.3
MONROE CO CMTY COLLEGE		III	1	1*	1*	1*	33.0	30.5	28.5	24.5	29.7	2	1	1*	1*	38.7	36.0	33.5	29.2	35.0
MONTCALM CMTY COLLEGE		IV				2				24.6	24.8				2				29.5	29.5
MUSKEGON BUSINESS COLLEGE		IV				4				17.5	17.5				4				21.4	21.4
MUSKEGON CMTY COLLEGE		IV				1				28.9	28.9				1				33.4	33.4
NAZARETH COLLEGE		IIC		4	4	4	----	19.8	16.6	13.9	18.1		5	5	4	----	21.2	18.3	15.3	19.7
NORTH CEN MICH COLLEGE		IV				2				24.5	24.5				2				29.0	29.0
NORTHERN MICH UNIVERSITY		IIA	4	4	2	2	30.9	25.5	22.5	18.6	26.5	3	3	2	2	37.7	31.2	27.7	22.9	32.4
NORTHWESTERN MICH COLLEGE		III	2	2	3	2	31.7	25.8	20.7	17.8	23.3	2	3	3	2	36.0	29.5	24.3	21.6	27.1
OAKLAND COMMUNITY COLLEGE		IV				1*				32.0	32.0				1				36.8	36.8
OAKLAND UNIVERSITY		IIA	2	3	4	2	34.1	26.1	20.0	19.1	25.4	2	2	3	1	43.0	33.6	26.1	24.4	32.7
OLIVET COLLEGE		IIB	5	5	5		20.8	17.2	14.7	----	16.5	5	5	5		23.9	20.1	17.0	----	19.0
REFORMED BIBLE COLLEGE		IIC		4			----	18.3	----		17.7		5			----	21.0	----		20.4
SACRED HEART SEMINARY C	LFO	IIC					----	----			----					----	----			----
SAGINAW VLY STATE COLLEGE		IIA	4	4	2	1	29.3	24.9	22.5	19.6	25.2	3	3	2	1	36.3	31.0	28.1	24.9	31.4
SNT CLAIR CO CMTY COLLEGE		IV				1				26.6	26.6				2				30.6	30.6
SAINT MARY'S COLLEGE		IIB							----		----							----		----
SCHOOLCRAFT COLLEGE		IV				1				28.0	28.0				2				30.8	30.8
SHAW COLLEGE AT DETROIT		IIB		5	5	5	----	14.2	14.5	11.9	14.0		5	5	5	----	15.1	16.0	12.6	15.2
SIENA HEIGHTS COLLEGE	LFO	IIB		5	4			18.5	17.7	----	17.8		5	4			21.6	20.4	----	20.6
SOUTHWESTERN MICH COLLEGE		IV				3				20.4	20.4				3				23.6	23.6
SPRING ARBOR COLLEGE		IIB	5	5	5		19.8	17.8	15.8		17.5	5	5	4		22.7	20.9	18.8		20.5
SUOMI COLLEGE		IV				3				20.1	20.1				3				22.7	22.7
THOMAS M COOLEY LAW SCH		IIC	1*	1*			50.2	38.2			44.9	1*	1*			56.0	43.3			50.4
UNIVERSITY OF DETROIT		I	5	3	3		33.1	28.9	23.2	----	28.2	4	3	3		40.8	35.5	27.9	----	34.4
U MICHIGAN-ANN ARBOR		I	2	1	1	4	42.2	30.9	25.3	17.6	34.7	2	1	1*	3	51.1	38.2	31.7	22.6	42.5
U OF MICHIGAN-DEARBORN		IIA	3	4	4		31.9	24.8	20.8		24.8	3	3	3		39.5	31.2	26.3		31.1
U OF MICHIGAN-FLINT		IIB	1	1	1		33.6	27.4	22.1		26.1	1	1	1*		41.7	34.5	28.1		33.0
WALSH C ACCTY & BUS ADMIN		IIC					----		----		26.1					----		----		30.1
WASHTENAW CMTY COLLEGE		IV				1				30.3	30.3				1				35.8	35.8
WAYNE COUNTY CMTY COLLEGE		IV				1				29.4	29.4				1				34.6	34.6
WAYNE STATE UNIVERSITY		I	3	2	3	4	39.2	29.4	23.4	17.2	30.4	3	2	3	4	47.3	36.2	28.2	20.0	36.9
WEST SHORE CMTY COLLEGE		IV				3				20.7	20.7				3				24.2	24.2
WESTERN MICH UNIVERSITY		I	5	5	4	4	33.1	26.3	22.1	16.9	27.5	4	4	4	4	40.4	32.3	27.2	21.0	33.7
WESTERN THEOLOGICAL SEM		IIC					----	----			20.2					----	----			30.4
WILLIAM TYNDALE COLLEGE		IIC					----	----	----		18.5					----	----	----		21.6
MINNESOTA																				
ANOKA-RAMSEY CMTY COLLEGE		IV				2				26.0	26.0				2				31.2	31.2
AUGSBURG COLLEGE		IIB	3	3	3	4	26.1	21.8	18.7	15.1	22.0	3	3	3	4	31.9	26.7	22.5	17.7	26.8
AUSTIN COMMUNITY COLLEGE		IV				1				27.9	27.9				1				33.4	33.4
BEMIDJI STATE U		IIA	2	1	1	2	35.1	28.8	23.2	19.1	29.3	3	2	2	3	39.4	32.6	26.7	21.8	33.1
BETHANY LUTHERAN COLLEGE		IV				5				14.8	14.8				5				18.7	18.7
BETHEL COLLEGE		IIB	2	2	2	2	27.9	24.1	20.2	17.6	23.4	2	2	2	2	33.9	29.2	24.2	20.9	28.2
BETHEL THEOL SEMINARY		IIC	2				30.3	----			28.7	2				36.2	----			34.5
BRAINERD CMTY COLLEGE		IV				1				27.3	27.3				2				30.8	30.8
CARLETON COLLEGE		IIB	1*	1	2	1	36.0	27.6	20.8	18.3	30.0	1	1	2	2	43.6	32.9	24.0	20.8	35.8
COLLEGE OF SAINT BENEDICT	LFO	IIB	2	2	2	2	28.3	23.9	19.6	17.1	20.7	2	2	2	2	33.5	28.5	22.8	17.6	24.2
COLLEGE OF SNT CATHERINE		IIB	2	2	2	2	30.6	23.6	20.1	17.2	22.5	2	2	2	2	35.5	27.6	24.1	20.2	26.5
COLLEGE SAINT SCHOLASTICA	LFO	IIB		4	4	2	----	20.7	17.6	16.8	18.9		3	3	3	----	24.6	20.8	19.0	22.1
COLLEGE OF SAINT TERESA		IIC		4	4	4	----	20.6	18.0	14.7	18.7		4	4	4	----	23.4	20.5	17.0	21.4
COLLEGE OF SAINT THOMAS	LFO	IIA	1	1	1	2	37.8	29.2	23.9	18.5	26.1	2	2	2	3	42.7	34.0	27.7	21.0	30.1
CONCORDIA C AT MOORHEAD		IIB	2	1	2	2	29.5	25.5	20.8	16.9	23.7	2	2	2	3	34.4	29.8	23.9	18.7	27.3
CONCORDIA C-SAINT PAUL		IIB	5	4	4		21.0	18.8	16.9	----	18.1	5	5	4		23.3	21.3	19.5	----	20.6
FERGUS FALLS CMTY COLLEGE		IV				1				27.6	27.6				1				32.2	32.2
GOLDEN VLY LUTH COLLEGE		IV				4				18.7	18.7				3				22.7	22.7
GUSTAVUS ADOLPHUS COLLEGE		IIB	2	2	3	3	30.5	24.3	18.9	16.2	24.2	1	2	2	3	38.3	29.4	23.0	19.1	29.6
HAMLINE UNIVERSITY		IIB	2	2	2		30.2	23.0	19.2	----	25.1	2	2	2		36.1	27.8	23.2	----	30.1
HIBBING COMMUNITY COLL		IV				2				24.5	24.5				2				30.7	30.7
INVER HILLS CMTY COLLEGE		IV				2				25.8	25.8				2				31.0	31.0
ITASCA COMMUNITY COLL		IV				2				25.3	25.3				2				31.6	31.6
LAKEWOOD CMTY COLLEGE		IV				1				27.0	27.0				1				32.3	32.3
LUTHER THEOLOGICAL SEM		IIC	3	3	3		25.3	22.6	20.8		23.5	4	4	3		27.6	24.5	23.0		25.6
MACALESTER COLLEGE		IIB	1	1	1	1	35.1	27.3	21.2	18.5	29.0	1	1	1	1	41.3	32.0	25.2	21.6	34.1
MANKATO STATE UNIVERSITY		IIA	3	3	4	5	31.0	26.4	21.0	15.9	25.6	4	4	4	4	34.8	29.9	24.1	18.7	29.0
DR MARTIN LUTHER COLLEGE		IIC	5		5		12.5		12.4		12.5	5		5		14.6		13.8		14.5
MESABI COMMUNITY COLL		IV				1				29.0	29.0				1				35.8	35.8
MINNEAPOLIS CMTY COLLEGE		IV				2				26.1	26.1				2				31.3	31.3
METROPOLITAN STATE U	1	IIB		2	2		----	24.5	20.2	----	23.9		2	2		----	28.4	23.7	----	27.6
MINNEAPOLIS C-ART DESIGN		IIC	4	3	3		23.2	21.8	18.8	----	20.7	4	4	4		26.7	25.1	21.4	----	23.6
MINNESOTA BIBLE COLLEGE		III	5				16.8				16.8	5				19.1				19.1
MOORHEAD STATE UNIVERSITY	1	IIA	2	1	2	3	34.1	29.4	23.1	17.7	27.3	3	2	2	3	39.4	34.2	27.3	21.4	32.0
NORMANDALE CMTY COLLEGE		IV				2				25.5	25.5				2				30.7	30.7
NORTH CEN BIBLE COLLEGE		IIC		4	4			19.1	17.5		18.3		4	4			22.6	20.7		21.6
N HENNEPIN CMTY COLLEGE		IV				1				26.8	26.8				1				32.1	32.1
NORTHLAND CMTY COLLEGE		IV				1				28.4	28.4				1				33.8	33.8
NORTHWESTERN COLLEGE		IIB		2	2		----	24.6	19.4		20.3		2	3		----	28.5	22.5		23.7
NTHWSTN C CHIROPRACTIC		IIC			2	3			21.4	16.4	19.2			3	3			24.0	18.3	21.5
RAINY RIVER COMM COLL		IV				2				24.0	24.0				2				30.1	30.1
ROCHESTER CMTY COLLEGE		IV				2				26.5	26.5				2				31.7	31.7
SAINT CLOUD ST UNIVERSITY	1	IIA	1	1*	1	3	36.0	29.9	23.8	18.1	29.4	2	1	2	3	41.4	34.9	28.1	21.8	34.3
SAINT JOHN'S UNIVERSITY	LFO	IIB	1	1	1*		34.0	28.0	23.0	----	25.4	1	1	1		43.3	34.3	27.6	----	30.9
SAINT MARY'S COLLEGE	LFO	IIA	5	5	5		27.3	22.5	19.3		21.6	5	5	5		31.2	25.9	22.2		24.8
SAINT MARY'S JR COLLEGE	LFO	III			4				19.6	----	18.8			4				22.4	----	21.6
SAINT OLAF COLLEGE		IIB	1	1	2	1	35.0	26.9	20.6	18.4	25.8	1	1	2	2	42.1	32.7	23.7	21.0	30.8
SAINT PAUL BIBLE COLLEGE		IIB		4	3	3	----	20.6	18.6	16.1	19.1		4	3	3	----	24.4	22.1	19.2	22.7
SAINT PAUL SEMINARY		IV				5				14.7	14.7				5				16.7	16.7
STHWST STATE UNIVERSITY	1	IIB	1	1*	1*		35.8	29.8	23.8		30.2	1	1	1		41.1	34.5	27.7		34.9
UNITED THEOLOGICAL SEM		IIC	4				22.3	----	----		21.1	3				29.4	----	----		27.6
U OF MINN MNPLS SNT PAUL		I	3	3	2	1	38.9	28.9	24.4	20.7	32.4	2	2	1	1	48.0	36.2	30.9	26.5	40.3
U OF MINNESOTA DULUTH		IIA	4	4	4	3	30.4	24.1	19.8	17.3	23.6	3	3	3	2	38.2	30.5	25.3	22.3	29.9
U OF MINNESOTA MORRIS		IIB	1	1	2	2	34.4	26.1	20.3	17.2	24.3	1	1	1	1	42.9	32.9	25.9	22.1	30.8
U MINN TECH COL CROOKSTON		III		2	1	2		26.1	23.1	18.8	22.8		1	1	1		33.0	29.3	24.1	28.9
U OF MINN TECH C-WASECA		III		4	4			22.6	19.7		20.6		3	2			28.9	25.2		26.3
NARROWHEAD CC VERMILION		IV				2				25.4	25.4				2				31.7	31.7
WILLMAR CMTY COLLEGE		IV				1				28.5	28.5				1				34.0	34.0
WINONA STATE UNIVERSITY		IIA	2	1	1	4	34.6	29.0	23.6	16.7	28.2	3	2	2	4	39.1	33.2	27.4	19.9	32.3
WORTHINGTON CMTY COLLEGE		IV				2				25.8	25.8				2				31.0	31.0
MISSISSIPPI																				
ALCORN STATE UNIVERSITY		IIB	3	3	2	4	23.8	22.7	19.4	14.9	19.3	3	3	3	4	29.4	25.9	22.1	17.0	22.0
BELHAVEN COLLEGE		IIB		5	5		----	18.4	15.5	----	17.0		5	5		----	21.3	17.0	----	19.3
BLUE MOUNTAIN COLLEGE		IIB		5	5		----	14.7	13.9		15.0		5	5		----	17.3	15.8		17.2
COAHOMA JUNIOR COLLEGE		IV				4				16.1	16.1				5				17.8	17.8

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY PR AO AI IN	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC) PR	AO	AI	IN	NUMBER OF FULL-TIME FACULTY MEN PR	AO	AI	IN	WOMEN PR	AO	AI	IN	AVERAGE SALARY BY RANK AND BY SEX MEN PR	AO	AI	IN	WOMEN PR	AO	AI	IN
22.	ALL 96. 12.					879	342	255	27	68	82	133	22	37.1	28.0	24.1	19.5	33.1	26.3	22.2	18.8
23.	94. 83. 31.	8.9	9.6	9.1	9.0	90	102	86	38		11	18	12	38.7	29.4	23.4	19.5		26.7	22.7	17.3
20.	92.				8.9				24				13				21.4				20.4
18.	ALL ALL 89. 50.					14	12	11	6	1		7	2	33.0	30.5	28.7	24.5			28.3	
19.									16				7				26.2				21.7
22.									13				8				18.2				16.4
16.	91.				8.6				74				28				29.6				27.1
9.	ALL 89. 13.	-----	-----	8.9	-----	1	4	2		4	5	13	6	----	----	----		----	----	----	13.9
18.	94.								24				9				24.7				23.9
22.	99. 93. 52. 6.	7.8	10.6	12.7	11.5	110	75	24	14	10	24	22	17	31.1	26.0	23.1	19.2	28.7	24.0	21.9	18.0
16.	ALL ALL 86. 59.	4.1	6.2	10.6	6.9	20	18	20	19	2	2	8	10	----	----	20.6	17.7	----	----	20.9	18.1
15.	97.								167				79				32.9				30.2
28.	98. 89. 7.					78	102	62	16	3	21	30	27	----	26.2	20.4	20.4	----	25.6	19.0	18.3
16.	60. 56.					10	8	14	1		1	6	2	20.8	----	14.4	----		----	15.4	----
15.	ALL 33.	-----	-----	-----		2	10	4			2			----	----	----			----		
---		-----	-----			2	4							----	----						
25.	95. 71. 18. 14.	8.0	8.0	8.0	8.0	34	36	12	5	3	9	10	9	----	25.1	22.4	----	----	24.2	22.6	----
15.					.7				64				35				27.6				25.0
- -						1		3								----					
10.					6.9				97				39				28.4				27.0
9.	-----						6	11	3	1	1	5	4		----	----	----	----	----	----	----
16.			7.0	7.6	-----		6	17	3		5	9	2		----	18.0	----		----	17.3	
16.									30				11				20.9				19.0
17.	89. 86. 53.					9	9	11	1		5	4		19.3	----	----			----	----	
13.	53.								11				6				21.1				18.4
12.	ALL					10	8	1			2			50.2	38.2						
22.	99. 82. 32. 11.					62	63	51	5	5	14	24	4	----	30.2	24.3	----	----	22.0	20.9	
23.	99. 91.	7.4	8.2	10.2	4.3	826	266	237	14	51	75	106	7	42.6	31.7	26.5	17.9	36.2	27.8	22.8	17.0
26.	98. 95.	5.6	6.7	7.9		66	53	26		5	11	11		----	25.0	21.2		----	24.0	19.6	
26.	ALL 85.	5.8	6.0	5.9	-----	29	37	16	2	4	10	16		----	28.0	22.0		----	25.2	22.1	
15.						3	1	3			1	2		----		----					
18.	88.								96				36				30.7				29.2
18.									94				94				28.7				30.1
21.	99. 87. 38.	6.5	7.4	8.5	9.7	287	241	153	5	38	79	83	25	39.5	29.6	23.7	----	36.3	28.8	22.8	----
17.	79.								17				10				21.5				19.4
23.	99. 89. 46.	7.3	8.5	10.0	10.7	273	216	120	19	25	72	55	17	33.3	26.5	22.6	17.5	30.7	25.5	20.9	16.1
51.	ALL ALL					5	3	1			1			----	----						
17.						3	5	2				2	1	----	----	----				----	
20.					11.0				36				23				27.3				24.1
22.	ALL 88. 29.	8.3	8.9	9.5	8.3	20	24	12	3	4	9	5	3	----	22.1	----	----	----	20.8	----	----
19.					9.7				24				5				----				----
13.	ALL 81. 49.	17.4	17.8	19.6	12.3	60	48	36	6	9	6	13	1	35.4	28.9	23.4	19.1	33.1	28.2	22.7	
27.	75.				4.0				13								14.8				
21.	79. 39. 13.	8.9	10.0	10.6	12.3	31	26	20	9	3	5	11	5	----	----	20.4	----	----	----	19.8	----
20.	70. 20.					10	4	2	1		1			30.3	----						
13.					9.9				19				4				----				----
20.	99. 79.	11.8	12.9	14.3	15.7	65	23	11	5	6	6	16	5	36.1	28.1	21.2	----	35.3	25.8	20.5	----
17.	86. 90. 20.	-----	12.1	12.3	13.2	5	12	18	9	2	8	22	11	----	23.8	19.2	17.1	----	24.0	20.0	17.0
18.	ALL 64. 15.					8	20	17	3	3	25	17	7	----	22.7	20.2	----	----	24.3	19.9	----
17.	75. 93. 29.	-----	5.0	4.9	6.6	2	10	6	7	2	4	11	11	----	----	17.5	18.1	----	----	17.7	15.9
14.	ALL 77. 25.	-----	4.9	5.2	-----	4	5	7	1	1	8	5	7	----	----	----			----	----	14.7
15.	85. 89. 6.	10.6	11.2	11.1	10.3	20	38	63	19		8	21	6	37.8	29.4	24.5	19.0		28.5	22.1	16.8
16.	ALL ALL 61.	7.4	7.8	8.2	9.8	32	40	31	12	4	3	15	12	----	----	20.8	16.5	----	----	20.8	17.3
14.	ALL 86. 17.	8.2	9.5	6.8	11.4	8	13	14	1		1	4	3	21.0	----	----	----		----	----	----
17.					10.4				16				7				28.6				25.4
22.	54.								16				10				20.2				16.3
23.	97. 92. 8.	7.6	8.1	10.7	-----	39	50	17	2		10	19	6	30.5	24.6	19.5	----		22.7	18.4	----
20.	ALL 78. 13.	9.1	9.5	10.6	-----	35	18	15	1	2	5	8		----	----	19.2	----	----	----	19.3	
25.					11.0				18				10				28.0				18.3
20.					12.0				33				18				26.7				24.3
25.					10.8				22				11				25.7				24.5
20.					11.2				48				22				28.0				25.0
9.	ALL 75.					26	15	13	1		1	1	1	25.3	22.6	20.8					
18.	ALL 97. 20.	13.7	12.4	15.0	10.9	52	26	12	3	5	3	13	7	----	----	21.2	----	----	----	21.2	----
13.	98. 81. 51.					163	84	92	17	18	16	71	17	31.0	26.5	21.2	16.7	31.0	26.0	20.7	15.1
16.						50				4		6	1	----				----		12.4	
24.					9.7				22				3				----				----
20.					11.3				32				27				27.0				25.1
16.	ALL 70. 18.	-----	15.3	26.2	-----	3	5	3	2	2	5	8		----	----	----	----	----	----	----	
14.	43.	3.6	6.7	3.9	-----	7	16	7	1		2	5	2	23.2	----	----	----		----	----	----
14.						7								16.8							
17.	ALL 93. 47.	10.8	16.4	9.2	10.4	73	53	58	13	9	21	36	19	34.2	29.4	23.2	17.9	33.0	29.4	22.9	17.6
20.					11.7				71				45				26.8				23.5
18.	50.					2	7	5	2			3	2		19.1	----				----	
20.					10.4				45				34				27.7				25.6
19.					9.9				13				3				----				----
17.						5	6	14		1		7		----	24.6	19.4				19.2	
12.							2	10	5			3	3			21.4	----				----
26.					11.3				14				4				----				----
20.					10.7				48				32				28.9				22.9
17.	98. 77. 64.					158	65	95	27	20	13	37	15	36.2	30.0	24.2	18.1	35.2	29.2	22.7	18.1
22.	ALL 92. 34.	8.4	9.4	10.5	-----	10	37	40	4		2	10		34.0	----	23.4	----		----	21.3	
15.	ALL 86. 32.	9.2	10.4	10.5		11	17	31	1		5	6		27.3	----	19.5			----	18.3	
15.	ALL ALL 35.					1		1	2		2	22	4							19.6	----
19.	ALL 95. 13.	9.3	9.6	14.2	10.1	44	64	37	6	3	13	30	16	----	27.1	20.8	18.8	----	25.8	20.4	18.2
19.	ALL 67. 30.	-----	10.5	10.6	-----	2	9	8	4	1		2	3	----	20.6	----	----	----		----	----
13.									9								14.7				
16.	ALL 79. 45.	19.9	26.3	16.9		38	30	23	1	1	4	8		35.8	----	24.0			----	23.2	
31.	ALL ALL 50.		-----	-----		7		1		1	1			22.3		----			----	----	
24.	97. 94. 14.					813	371	261	19	50	106	150	34	39.1	29.3	25.2	22.2	36.0	27.5	22.9	19.9
27.	ALL 98. 40.					70	95	60	20	3	17	36	11	----	24.6	20.4	17.9	----	20.6	18.9	16.1
26.	ALL 96. 30.					17	24	24	9	1	4	9	3	34.4	----	20.6	----		----	19.5	----
27.	ALL 69. 37.					1	12	21	5		1	6	8		26.1	21.6	----			21.2	----
28.	ALL ALL 50.					1	8	18	2			4	1		23.6	----				----	
25.					11.9				16				5				----				----
19.					9.9				23								28.5				
15.	98. 84. 54.	13.1	13.4	13.1	8.8	57	46	32	9	5	15	22	8	----	29.5	23.9	17.5	----	27.3	23.1	15.9
20.					10.6				18				4				----				----
14.	85. 43. 20.					12	17	27	20	8	6	22	28	25.5	----	19.6	15.0	26.4	----	19.2	14.7
13.	60. 33. 33. ALL	-----	1.7	2.0	9.9	5	4	8			2	7	1	----	----	15.2			----	15.9	----
15.	80. 78. 8.					4	2	5		1	7	8		----		----			14.7	----	
10.									29				22				16.5				16.3

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP. BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSISSIPPI (CONTD)																				
COPIAH-LINCOLN JR COLLEGE		IV				4				16.3	16.3				5				17.9	17.9
DELTA STATE UNIVERSITY		IIA	5	5	5	4	26.6	22.1	19.1	16.6	21.4	5	5	5	5	29.0	24.2	20.9	18.3	23.3
EAST CENTRAL JR COLLEGE		IV				4				16.9	16.9				5				18.5	18.5
EAST MISS JUNIOR COLLEGE		IV				5				15.3	15.3				5				17.2	17.2
HINDS JUNIOR COLLEGE		IV				4				18.0	18.0				4				20.2	20.2
HOLMES JUNIOR COLLEGE		IV				5				15.9	15.9				5				17.5	17.5
ITAWAMBA JUNIOR COLLEGE		IV				4				17.0	17.0				4				19.1	19.1
JACKSON STATE UNIVERSITY		IIA	5	4	3	3	28.0	24.9	21.2	18.1	22.9	5	5	4	4	30.4	27.0	23.1	19.7	24.9
JONES CO JUNIOR COLLEGE		IV				4				18.2	18.2				4				20.3	20.3
MERIDIAN JUNIOR COLLEGE		IV				4				16.8	16.8				5				18.8	18.8
MILLSAPS COLLEGE		IIB	2	2	4		28.0	24.0	17.8	----	23.5	2	2	4		33.2	28.1	20.4	----	27.5
MISS DELTA JUNIOR COLLEGE		IV				4				17.7	17.7				4				19.6	19.6
MISS GULF CST JC		IV				4				18.6	18.6				4				20.3	20.3
MISSISSIPPI ST UNIVERSITY		I	5	5	5	5	31.9	25.4	21.3	15.5	26.7	5	5	5	5	34.6	27.7	23.2	17.1	29.1
MISS UNIVERSITY FOR WOMEN		IIA	5	5	5	4	25.9	21.5	19.3	16.6	21.6	5	5	5	5	28.2	23.5	21.1	18.2	23.5
MISS VLY ST UNIVERSITY		IIB	4	4	4	4	23.4	21.0	17.4	14.9	18.3	5	4	4	4	25.4	22.9	19.0	16.4	20.0
NORTHEAST MISS JR COLLEGE		IV				4				17.4	17.4				4				19.1	19.1
NORTHWEST MISS JR COLLEGE		IV				5				15.2	15.2				5				17.0	17.0
PEARL RIVER JR COLLEGE		IV				5				15.5	15.5				5				16.9	16.9
PHILLIPS COLLEGE		IV				5				7.3	7.3				5				9.3	9.3
PRENTISS NORM-INDUS INST		IV				5				10.2	10.2				5				11.6	11.6
REFORMED THEOLOGICAL SEM		IIC	3	4			24.4	20.9	----		22.0	3	3			29.8	25.8	----		27.0
RUST COLLEGE		IIB			5	4	----	----	15.3	14.1	15.0			5	4	----	----	17.9	16.3	17.5
SOUTHWEST MISS JR COLLEGE		IV				4				16.4	16.4				5				17.6	17.6
U OF MISSISSIPPI MAIN CAM		I	5	5	5	5	32.7	25.9	20.3	15.6	25.1	5	5	5	5	35.5	28.2	22.2	17.1	27.3
U OF SOUTHERN MISSISSIPPI		I	5	5	5	5	32.1	25.8	20.4	16.8	24.4	5	5	5	5	34.7	28.0	22.2	18.3	26.5
UTICA JUNIOR COLLEGE		IV				4				18.6	18.6				4				20.3	20.3
WESLEY COLLEGE		IIC							----		----							----		----
WILLIAM CAREY COLLEGE		IIB	5	5	5	5	21.0	16.5	14.3	13.4	16.1	4	5	5	5	25.9	19.5	17.0	15.5	19.2
WOOD JUNIOR COLLEGE		IV				5				11.3	11.3				5				12.9	12.9
MISSOURI																				
ASSEMBLIES GOD GRAD SCH		IIC	3				24.2	----			21.8	4				27.4	----			24.8
AVILA COLLEGE	LFD	IIB	3	2	3	2	26.8	23.5	18.9	17.9	20.8	3	3	3	2	31.0	26.7	21.4	19.8	23.5
CALVARY BIBLE COLLEGE		IIC						----	----	----	13.3						----	----	----	15.7
CARDINAL GLENNON COLLEGE		IIC					----	----	----		----					----	----	----		----
CARDINAL NEWMAN COLLEGE		IIB			5			----	15.5		17.3			5			----	18.3		20.3
CENTRAL BIBLE COLLEGE		IIC		4	4			18.8	17.1	----	16.9		4	4			21.8	19.0	----	19.2
CENTRAL METHODIST COLLEGE		IIB	4	4	4	3	23.1	19.0	17.5	15.9	18.8	4	5	4	3	26.5	21.7	19.8	18.3	21.4
CENTRAL MO ST UNIVERSITY		IIA	5	4	4	5	27.6	24.1	20.0	15.4	22.1	5	5	5	5	30.1	26.4	22.1	17.1	24.3
CHRIST SEMINARY-SEMINEX		IIC	4				22.4	----			22.2	4				26.3	----			26.1
COLUMBIA COLLEGE		IIB	5	5	5		21.4	17.8	15.2		17.8	5	5	5		25.4	21.2	18.1		21.2
CONCORDIA SEMINARY		IIC	4	4			21.1	18.3	----		18.5	3	2			33.1	29.6	----		30.0
COVENANT THEOLOGICAL SEM		IIC	5				19.4				19.4	5				21.7				21.7
CROWDER COLLEGE		IV				4				16.5	16.5				5				17.2	17.2
CULVER-STOCKTON COLLEGE		IIB	3	4	3		26.5	20.2	18.1	----	20.9	3	4	3		30.5	23.4	20.8	----	24.1
DRURY COLLEGE		IIB	3	3	4	5	25.6	21.1	17.2	13.2	20.6	4	4	4	5	29.1	24.1	19.2	14.6	23.3
EAST CENTRAL COL		IV				3				20.7	20.7				4				22.0	22.0
EDEN THEOLOGICAL SEMINARY		IIC	3				25.6	----	----		25.2	4				29.2	----	----		28.8
EVANGEL COLLEGE		IIB	4	4	4	4	24.0	20.3	17.5	14.1	18.5	4	4	4	5	27.4	22.2	20.0	16.0	21.0
FONTBONNE COLLEGE	LFD	IIB		5	5	5	----	16.4	11.9	12.7	14.9		5	5	5	----	19.0	13.6	14.6	17.2
SNT LU CC-FLORISSANT VLY		III	1	1	2	4	33.0	27.9	22.1	16.2	27.0	2	2	3	5	35.7	30.4	23.9	17.6	29.3
SNT LU CC-FOREST PARK		III	1	1	2	3	32.6	28.5	22.3	17.4	26.1	2	2	3	4	35.3	30.8	24.1	18.8	28.3
HANNIBAL-LAGRANGE COLLEGE		IV				5				14.4	14.4				5				17.5	17.5
HARRIS-STOWE STATE C		IIC			3		----	----	20.6	----	21.7			3		----	----	23.9	----	25.2
JEFFERSON COLLEGE		IV				3				19.7	19.7				4				20.6	20.6
KANSAS CITY ART INSTITUTE		IIC	3	4	4		26.9	20.9	17.6		23.0	3	4	4		31.1	23.9	19.8		26.4
KEMPER MILITARY SCH AND C		IV								----	----								----	----
LINCOLN UNIVERSITY		IIA	5	5	5	5	24.0	21.0	17.4	15.2	18.5	5	5	5	5	26.4	23.2	19.4	17.0	20.5
LOGAN C OF CHIROPRACTIC		IIC			3	3	----	----	19.7	15.7	18.7			3	3	----	----	23.5	17.6	21.9
MARYVILLE C-SAINT LOUIS		IIB	3	4	4		25.4	20.6	16.5		20.7	4	4	5		29.0	23.5	18.6		23.5
SAINT LOUIS CC-MERAMEC		III	1	1	2	2	32.3	27.9	21.6	18.0	26.7	3	2	3	4	34.9	30.3	23.5	19.5	28.9
LONGVIEW CMTY COLLEGE		IV				1				26.7	26.7				2				28.2	28.2
MAPLE WOODS CMTY COLLEGE		IV				2				26.0	26.0				2				27.5	27.5
PENN VALLEY CMTY COLLEGE		IV				2				25.0	25.0				2				26.5	26.5
PIONEER COMMUNITY COLLEGE		IV				4				18.6	18.6				4				20.1	20.1
MINERAL AREA COLLEGE		IV				3				19.2	19.2				4				20.2	20.2
MISSOURI STHN ST COLLEGE		IIB	2	2	1	2	28.6	24.4	20.9	17.6	22.1	3	3	3	3	29.3	25.0	21.7	18.1	22.7
MISSOURI VALLEY COLLEGE		IIB		5	4		----	18.4	16.8	----	17.4		4	4		----	21.9	20.0	----	20.8
MISSOURI WSTN ST COLLEGE		IIB	2	1	1	2	29.8	25.6	21.4	16.7	22.8	3	3	3	4	30.7	26.5	22.3	17.5	23.7
MOBERLY JUNIOR COLLEGE		IV				4				16.5	16.5				5				17.3	17.3
NAZARENE THEOLOGICAL SEM		IIC	3				25.6	----			25.3	3				31.1	----			30.5
NTHEST MO ST UNIVERSITY		IIA	4	3	3	4	30.2	26.8	21.5	17.1	23.6	4	4	4	4	33.2	29.6	23.9	19.2	26.1
NTHWST MO ST UNIVERSITY		IIA	4	4	4	2	30.3	25.1	20.6	18.7	23.5	4	4	5	3	33.2	27.7	22.9	20.9	26.0
PARK COLLEGE		IIB	5		5		20.9	----	16.2		18.1	5		4		24.4	----	18.8		21.0
SAINT LOUIS U-PARKS C		IIC	3	4	4	2	25.1	20.1	16.4	17.8	19.5	3	4	4	2	29.2	23.3	18.7	21.6	22.6
ROCKHURST COLLEGE		IIB	2	2	1	1	29.3	24.7	22.5	18.8	23.9	2	2	1	2	33.3	28.3	25.4	20.7	27.0
SNT LOUIS CHRISTIAN C		IIC	5				16.1				16.1	5				19.0				19.0
SNT LOUIS COLLEGE OF PHAR		IIC			2		----	----	22.2	----	23.9			2		----	----	25.2	----	27.5
SAINT LOUIS U MAIN CAMPUS	6	I	4	5	4	2	34.5	25.9	22.5	19.9	28.4	5	5	5	3	39.5	29.9	25.7	22.6	32.6
SAINT MARY'S C O'FALLON		IV				5				14.5	14.5				5				16.2	16.2
SAINT PAUL'S COLLEGE		III			5	5		----	11.3	9.0	10.7			5	5		----	15.4	11.8	14.4
SCHOOL OF THE OZARKS		IIB	3	3	3		26.1	22.3	18.3		21.9	3	3	3		29.9	26.1	21.5		25.6
STHEST MO ST UNIVERSITY		IIA	4	4	4	4	29.6	24.2	20.0	16.0	22.4	5	5	5	5	32.6	26.8	22.3	18.0	24.8
SOUTHWEST BAPTIST U		IIB	3	4	4	4	24.8	20.6	17.2	14.7	18.8	3	3	3	3	30.3	25.4	21.5	18.5	23.3
STHWST MO ST UNIVERSITY	23	IIA	4	4	3	3	29.0	24.6	21.1	17.1	23.4	5	5	4	4	31.9	27.2	23.4	19.2	26.0
STATE FAIR CMTY COLLEGE		IV				4				16.2	16.2				5				17.0	17.0
STEPHENS COLLEGE		IV				4				18.0	18.0				4				21.0	21.0
TARKIO COLLEGE		IIB		5	4			17.9	16.8		17.1		5	4			20.5	18.8		19.3
THREE RIVERS CMTY COLLEGE	5	IV				4				16.7	16.7				5				17.2	17.2
TRENTON JUNIOR COLLEGE		IV				5				15.7	15.7				5				16.5	16.5
U OF MISSOURI-COLUMBIA		I	4	4	3	3	34.6	27.0	23.0	18.8	29.0	4	4	3	3	41.2	32.3	27.7	22.4	34.6
U OF MISSOURI-KANSAS CITY		I	5	4	4	5	34.1	27.3	21.8	15.4	28.1	4	4	4	5	40.6	32.6	26.3	18.8	33.5
U OF MISSOURI-ROLLA		IIC	2	2	1		34.7	27.7	23.8	----	30.2	2	2	1		41.3	33.2	28.7	----	36.0
U OF MISSOURI-SAINT LOUIS		IIA	1	2	2	2	37.0	27.5	22.9	19.2	27.5	1	2	2	2	43.7	33.0	27.5	23.3	32.9
WASHINGTON UNIVERSITY		I	2	2	2	2	40.4	29.9	24.3	20.4	33.2	2	3	3	2	48.3	35.2	28.3	23.8	39.3
WEBSTER UNIVERSITY		IIA	5	5	5		26.4	23.2	18.8	----	21.9	5	5	5		31.2	27.5	22.2	----	25.9
WESTMINSTER COLLEGE		IIB	3	3	2		26.9	22.1	19.3	----	21.6	3	3	3		30.6	25.4	21.8	----	24.4
WILLIAM JEWELL COLLEGE		IIB	3	3	3	2	26.1	21.0	18.6	17.0	21.4	3	3	3	2	30.6	24.8	21.8	19.4	25.1
WILLIAM WOODS COLLEGE		IIB		3	3	5	----	21.1	18.2	15.4	18.3		3	3	5	----	25.2	20.8	15.3	21.3
MONTANA																				
CARROLL COLLEGE	LFD	IIB	3	3	3	3	26.5	21.1	18.3	15.9	20.1	3	4	3	3	30.6	24.5	21.3	18.7	23.5
COLLEGE OF GREAT FALLS	LFD	IIB	4	5	4		23.4	18.7	17.0	----	18.9	4	5	4		26.6	21.5	19.0	----	21.4
DAWSON COMMUNITY COLLEGE		IV				3				20.9	20.9				5				24.9	24.9
EASTERN MONTANA COLLEGE		IIB	5	2	2		27.5	23.6	19.7	----	22.2	3	3	3		31.4	27.0	22.6	----	25.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY MEN				WOMEN				AVERAGE SALARY BY RANK AND BY SEX MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
10.												46				34				16.5				15.9
9.	68.	29.	14.		.1	.1	.7	.4	44	22	40	15	6	13	19	20	----	22.5	19.2	17.8	----	21.5	18.9	15.8
10.												24				11				16.6				17.5
13.												42				27				15.3				15.3
12.												140				161				18.1				18.0
10.												34				27				15.5				16.4
12.												58				52				17.4				16.5
9.	93.	55.	25.						40	60	68	26	17	32	50	33	28.2	24.7	21.5	19.4	27.6	25.1	20.8	17.0
11.												62				54				18.4				18.0
12.												59				75				17.5				16.2
17.	ALL	68.	18.		7.4	8.5	7.6		20	20	11		1	2	6	1	----	----	18.2		----	----	17.1	----
11.												44				53				17.7				17.7
9.												132				103				19.1				18.0
9.	82.	74.	66.						312	214	126	29	22	30	40	16	32.1	25.7	21.7	16.3	28.0	23.6	19.9	13.9
9.	91.	65.	28.			1.3		1.1	1	10	10	4	14	10	36	6	26.3	21.1	19.2	----	25.2	22.0	19.3	----
9.	75.	35.	23.						15	19	31	18	5	4	25	14	----	----	17.6	15.1	----	----	17.2	14.7
10.												62				50				17.5				17.2
12.			38.									67				68				15.4				15.0
10.												52				40				15.3				15.6
28.												7				14				7.9				6.9
14.												7				4				----				----
23.									8	7	4						24.4	20.9	----					
16.			8.						2	4	9	7			3	8	----	----	----	14.1			----	14.0
8.												21				23				17.0				15.7
9.	96.	63.	15.		.2	.2	1.5		125	92	88	21	5	21	38	29	----	26.1	20.9	15.5	----	25.1	19.0	15.7
9.	85.	56.	18.			1.2	1.6	.7	102	149	102	19	13	55	90	32	32.3	26.8	20.7	17.5	30.3	25.1	20.1	16.3
9.				95.								34				25				18.7				18.4
---		ALL	67.							1		1			3								----	
20.	50.	29.	17.						11	4	10	3	3	3	14	8	----	----	14.5	----	----	----	14.2	----
14.								4.8				5				10				----				----
14.	33.	20.							6	5							24.2	----						
13.	14.				-----	.3			6	7	11	3	1	11	12	11	26.8	24.6	19.0	----		22.8	18.8	----
18.									1	4	4	3			1	2		----	----	----				
---					-----	-----	-----		1	2	1						----	----	----					
17.										4	9		1	1	2	1		----	15.5					
14.									2	6	8	5		3	3	2		----	----	----		----	----	
14.	ALL	69.	24.						11	10	16			1	9	6	23.1	----	17.2			----	18.0	15.9
10.	ALL	95.	49.	9.	12.7	13.5	15.8	13.0	92	89	126	30	12	16	42	28	27.6	24.1	20.2	15.6	27.4	24.0	19.6	15.3
18.					27.5	-----			10	2							22.4	----						
19.	90.	88.	14.		1.4	1.5	1.6	-----	5	11	6		5	6	8	1	----	17.7	17.1		----	18.0	13.8	
62.	ALL	44.							8	16	5	1					21.1	18.3	----					
12.	57.								7	1							19.4							
4.												20				5				----				----
15.	92.	75.	38.		10.0	10.4	9.8	-----	12	6	9	2		2	4	2	26.5	----	----	----		----	----	----
13.	ALL	70.			6.9	8.4	10.9	10.4	22	16	15	2		4	3	6	25.6	----	----	----		----	----	----
7.												37				15				21.5				18.5
14.	ALL	ALL			7.8	-----	-----		8	1					1		25.6	----					----	
13.	ALL	55.	45.		5.9	7.5	3.4	8.3	10	10	19	8	2	1	14	4	----	----	17.6	----	----	----	17.3	----
8.									36	37	21	6	13	16	17	8	33.2	28.5	23.0	16.9	32.5	26.6	21.0	15.6
16.	ALL	63.							2	11	5	1	3	20	16	8	----	16.1	----	----	----	16.6	----	----
8.					9.0	8.5	9.8	9.6	26	27	11	4	8	18	21	19	32.5	28.5	21.6	----	32.8	28.5	22.8	----
22.								8.2				13				11				14.5				14.2
16.	ALL	ALL	47.		-----	-----	9.4	-----	3	1	5	2	2	3	14		----	----	----	----	----	----	----	
4.				47.								65				26				20.1				18.9
15.	95.	93.			5.5	5.3	5.3	-----	17	13	4		2	1	4		----	----	----		----	----	----	
---			ALL									4								----				
11.	82.	43.	23.		5.0	5.0	5.0	5.0	18	18	32	19	4	5	24	13	----	----	17.8	15.3	----	----	16.9	15.0
17.	25.								3	3	7	8	2		2	5	----	----	----	----	----		----	----
14.	95.	53.	5.						14	5	4		6	10	17	2	----	----	--		----	----	----	
8.									40	42	19	7	15	17	13	19	32.3	27.9	22.4	17.7	32.4	28.0	20.3	18.1
6.			88.					7.9				49				16				27.3				24.7
6.			79.					6.4				28				5				----				----
6.			78.					8.4				47				44				27.5				22.4
8.			13.					12.0								6								18.6
5.												29				21				20.2				17.9
3.	89.	92.	49.	17.	10.5	10.0	10.0	10.2	19	35	47	16		4	10	19	28.6	----	20.9	18.0		----	21.0	17.4
19.	ALL	83.	21.		-----	10.2	11.5	8.6	4	10	8	2		2	6	5	----	18.4	16.9				16.6	----
4.	95.	82.	47.	4.					19	27	49	8	1	6	17	15	29.8	25.6	22.0	16.7		25.9	20.0	16.7
5.				44.				4.9				17				15				17.4				15.5
21.	67.				8.2	-----	-----		9	5	2						25.6	----						
11.	94.	58.	48.	21.	10.4	11.0	13.1	11.3	42	50	55	23	5	10	31	23	----	26.9	22.0	17.5	----	26.7	20.6	16.7
11.	96.	81.	48.						49	52	61	20	5	6	30	13	----	25.2	20.5	19.2	----	24.2	20.8	17.9
16.	ALL	60.	7.						10	4	8	1		1	6		20.9	----	16.4				16.0	
16.	92.	64.	22.		17.8	17.2	13.2	-----	13	10	21	4		1	2	2	25.1	----	----	----		----	----	----
13.	92.	81.	17.	10.	8.3	10.1	8.9	10.2	8	18	16	8	4	3	8	2	----	----	22.7	----	----	----	22.0	----
18.									11				1				16.1							
15.	ALL	80.	14.						4	4	9	2		1	5	3	----	----	----				----	----
15.	99.	94.	30.	17.	10.0	11.1	11.3	11.7	132	79	25	5	16	33	36	25	34.9	26.1	22.3	----	31.5	25.5	22.5	----
12.																12								14.5
34.	ALL	67.	86.						1	3	7	3				3		----	11.3	----				----
17.	ALL	63.	32.						22	21	20		3	9	11			----	22.4	18.3		----	22.0	18.3	
11.	98.	81.	30.	1.					85	59	97	36	7	18	38	40	29.7	24.3	21.1	16.1	29.4	24.0	20.0	16.0
24.	81.	53.	71.	6.	9.3	8.8	7.8	6.9	14	13	18	10	2	2	10	8	24.8	20.6	4	15.2			16.8	14.3
11.	99.	88.	41.	24.	3.7	5.9	6.8	5.3	151	88	82	51	14	25	39	51	29.1	24.8	21.5	17.4	27.5	23.8	20.2	16.8
5.												29				19				16.6				15.4
17.			63.									50				43				19.4				16.3
13.	ALL	13.			-----	-----	8.2	-----	1	7	12	1		1	6			17.9	17.3				15.7	
3.			67.									28				17				17.1				15.9
5.			50.									11				15				16.9				14.8
20.	99.	90.	20.	8.	7.5	8.2	9.2	9.5	375	194	133	32	20	42	51	33	34.7	27.3	23.7	19.1	32.4	25.6	21.2	18.5
20.	78.	86.	14.	15.	7.6	9.5	9.6	8.1	161	130	76	3	13	29	49	10	34.3	28.0	22.4	----	31.4	24.6	20.9	----
19.	99.	86.	15.		8.6	9.7	9.8	----	141	83	56	1		3	6	3	34.7	----	24.3			----	19.2	----
20.	98.	96.	16.	11.	9.7	9.7	10.7	11.6	54	113	61	14	7	15	31	5	37.2	27.9	23.4	----	34.8	24.8	21.8	----
19.	90.	83.	2.						243	121	91	4	15	21	32	7	40.7	30.3	24.7	----	35.2	27.5	23.1	----
18.	72.	24.							9	14	13	5	9	11	15		26.6	22.8	18.5	----	26.4	23.6	19.0	
13.	ALL	82.	5.		10.0	12.3	14.5	-----	12	9	19	1		2	2	3	26.9	----	----	----		----	----	----
17.	86.	69.	28.		7.0	7.9	7.8	8.3	24	8	15	2	4	5	17	5	----	----	18.8	----	----	----	18.5	----
16.	ALL	92.	27.						2	10	8	5	4	3	14	8		----	17.9	----	----	----	18.4	----
16.	ALL	81.	36.		5.3	5.9	6.3	-----	9	13	21	1	1	3	7	5	----	----	18.4	----	----	----	17.8	----
13.	ALL	79.	50.		6.8	7.6	7.4	-----	6	12	9	1		2	1	1	23.4	----	----	----		----	----	----
19.				53.								15								20.9				
14.	95.	95.	83.	40.	9.4	11.9	10.7	-----	38	34	38	1	3	8	25	4	----	23.4	20.9		----	24.5	17.9	----

APPENDIX I	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NAME OF INSTITUTION																				
MONTANA (CONTD)																				
MILES COMMUNITY COLLEGE		IV				3				21.8	21.8				2				26.3	26.3
MONTANA C MINRL SCI-TECHN		IIC	1	1	1		35.7	29.1	24.8	----	28.5	2	2	1		42.0	33.9	28.9	----	33.4
MONTANA STATE UNIVERSITY		IIA	2	2	2	1	33.7	27.3	22.9	19.8	27.8	3	3	2	2	39.0	31.9	26.9	23.4	32.5
NORTHERN MONTANA COLLEGE		IIB	2	2	1	1	28.1	25.0	22.9	19.9	23.2	3	2	1	1	32.1	28.6	26.2	22.7	26.6
ROCKY MOUNTAIN COLLEGE		IIB	5		5		21.7	----	15.8		19.0	4		4		26.9	----	20.3		23.9
SALISH KOOTENAI CMTY C		IV				4				17.6	17.6				4				19.8	19.8
UNIVERSITY OF MONTANA		I	5	5	5		30.9	24.8	21.4		27.3	5	5	5		36.2	29.3	25.4		32.1
WESTERN MONTANA COLLEGE		IIC	2	2	3		30.0	25.2	20.0	----	23.9	2	2	3		35.1	29.6	23.8	----	28.1
NEBRASKA																				
BELLEVUE COLLEGE		IIB			5			----	14.5	----	14.5			5			----	17.1	----	17.3
CEN TECH CMTY C AREA		IV				4				17.6	17.6				4				21.4	21.4
CHADRON STATE COLLEGE		IIB	2	2	3	4	28.1	23.9	19.0	15.4	22.0	3	2	3	3	32.3	27.6	22.1	18.0	25.4
COLLEGE OF SAINT MARY		IIB		4	3	2		20.4	18.3	16.9	17.6		4	4	3		22.7	20.5	18.6	19.6
CONCORDIA TCHRS COLLEGE		IIC	4	4	2		23.0	20.5	22.5	----	21.5	4	4	2		26.5	23.7	25.5	----	24.6
CREIGHTON UNIVERSITY		IIA	2	2	4	3	34.0	28.2	20.9	17.6	25.2	2	3	4	4	39.7	32.4	23.6	19.6	28.7
DANA COLLEGE		IIB	4	4	3		22.3	19.7	18.4	----	19.4	4	4	3		26.4	22.9	21.1	----	22.3
DOANE COLLEGE		IIB	4	3	3	3	24.7	21.1	18.1	15.7	19.7	4	4	3	4	28.3	24.3	20.7	17.7	22.5
HASTINGS COLLEGE		IIB	3	3	3	4	25.4	21.5	18.6	15.2	20.8	4	3	3	4	29.0	24.9	21.3	17.3	23.9
KEARNEY STATE COLLEGE	24	IIA	5	5	5	5	26.1	21.7	19.2	15.6	21.8	5	5	5	5	29.8	24.8	22.1	18.1	25.0
MCCOOK COMMUNITY COLL		IV																		
METROPOLITAN TECH CC AREA		IV				4				17.6	17.6				4				21.8	21.8
MID PLAINS COMMUNITY COLL		IV																		
MIDLAND LUTHERAN COLLEGE		IIB	4	3	3	3	23.5	21.5	18.8	16.2	19.3	4	3	3	3	26.9	25.0	21.6	18.2	22.1
NEBRASKA INDIAN CC		IV																		
NEBR WESLEYAN UNIVERSITY		IIB	4	4	4		24.4	20.6	17.3		20.8	4	4	4		28.4	24.0	20.2		24.2
NTHEST TECH CC AREA		IV				4				18.7	18.7				3				23.2	23.2
PERU STATE COLLEGE		IIB		3	2	3		----	22.6	20.0	16.1	20.3		3	2	3	----	25.9	23.1	18.7	23.4
PLATTE VLY BIBLE COLLEGE		IV									----	----							----	----
UNION COLLEGE		IIB	4	2	1	1	24.4	23.5	22.2	18.7	22.3	4	3	1	2	27.4	26.3	24.9	20.9	25.6
U OF NEBRASKA-LINCOLN		I	5	5	4	5	34.2	26.1	22.0	15.0	28.4	5	5	4	5	39.5	30.6	25.9	18.0	33.0
U OF NEBRASKA AT OMAHA		IIA	4	4	5	3	29.9	24.8	19.5	17.9	24.4	4	4	4	3	35.0	29.1	23.1	21.3	28.7
WAYNE STATE COLLEGE		IIA	5	5	5	5	26.5	22.0	18.3	15.4	20.4	5	5	5	5	30.4	25.4	21.2	17.9	23.5
YORK COLLEGE		III		5	5			----	17.4	14.1	----	15.9		5	5		----	19.0	15.2	----	17.4
NEVADA																				
CLARK CO CMTY COLLEGE		IV				2				24.3	24.3				2				27.5	27.5
NORTHERN NEV CMTY COLLEGE		IV				2				22.7	22.7				3				25.8	25.8
TRUCKEE MEADOWS CC		IV				2				24.3	24.3				2				27.4	27.4
U OF NEVADA RENO	3	I	3	2	3	1	37.7	29.4	23.4	20.6	31.1	4	4	4	2	42.7	33.5	26.9	23.8	35.4
U OF NEVADA LAS VEGAS	3	IIA	1	1	1*	1	37.2	29.3	24.7	21.1	30.0	2	2	2	1	41.6	33.0	28.0	24.1	33.8
WESTERN NEV CMTY COLLEGE		IV				2				22.5	22.5				3				25.6	25.6
NEW HAMPSHIRE																				
COLBY-SAWYER COLLEGE		IIB		4	5	5	----	20.2	15.9	13.8	18.3		3	4	4	---	25.2	20.0	17.4	22.8
DANIEL WEBSTER COLLEGE		IIC							----	----	14.1							----	----	17.1
DARTMOUTH COLLEGE		I	2	3	3	2	41.7	29.2	23.4	19.4	32.5	1	3	3	3	52.1	35.5	27.5	21.8	39.7
HESSER COLLEGE		IV				5				15.9	15.9				5				18.6	18.6
U OF NH KEENE ST COLLEGE	1	IIB	4	4	3	3	23.6	20.1	18.2	16.5	19.9	4	4	3	3	28.2	23.9	21.5	19.1	23.5
MERRIMACK VLY C		IIC			5			----	15.3		17.3			5			----	17.1		19.2
NATHANIEL HAWTHORNE C		IIC		5		5		15.2	----	6.6	9.2		5		5		16.7	----	7.3	10.1
NEW HAMPSHIRE COLLEGE		IIC		2	2	1	----	25.1	21.2	20.9	23.4		2	2	1	----	32.3	27.7	27.3	30.3
NH TECHNICAL INSTITUTE		III	5		5		21.9	----	15.7	----	19.3	5		5		24.7	----	18.4	----	22.1
NH VOC-TECH C BERLIN		III	5	5			20.9	17.2	----	----	17.4	5	5			24.6	20.4	----	----	20.9
NH VOC-TECH C CLAREMONT		III		5	5	5	----	17.3	15.0	12.9	16.3		5	5	5	----	20.4	17.4	15.1	19.1
NH VOC-TECH C LACONIA		III		5			----	17.0	----		17.6		5			----	20.2	----		20.8
NH VOC-TECH C MANCHESTER		III	5	5			20.8	16.8			18.5	5	5			24.3	20.0			21.9
NH VOC-TECH C NASHUA		III	5				20.6	----			20.4	5				23.5	----			23.4
NH VOC-TECH C PORTSMOUTH		III		5				15.8	----		15.6		5				18.1	----		18.2
NOTRE DAME COLLEGE	LFD	IIB			5		----		12.3		12.6			5		----		14.0		14.4
U NH PLYMOUTH ST COLLEGE		IIB	2	2	2	1	28.9	24.5	20.5	18.3	24.0	2	2	2	1	34.6	29.3	24.5	21.9	28.7
RIVIER COLLEGE		IIA		5	5		----	21.4	16.6	----	18.9		5	5		----	24.4	19.1	----	21.6
SAINT ANSELM COLLEGE	LFD	IIB	2	2	2	2	28.0	23.7	20.0	16.7	22.1	3	3	2	3	31.7	27.0	22.7	18.6	25.1
U OF NEW HAMPSHIRE	5	I	5	4	5	4	34.4	26.9	21.0	17.3	26.3	5	4	5	4	41.1	32.3	25.6	21.3	31.6
NEW JERSEY																				
ATLANTIC CMTY COLLEGE		III	3	3	2	3	27.9	24.2	21.4	16.6	22.8	3	3	2	3	34.0	29.7	26.1	20.8	27.9
BERGEN COMMUNITY COLLEGE		III	1*	1*	1*	1	36.4	32.0	26.3	20.3	29.5	1*	1*	1*	1	43.6	38.8	32.2	25.2	35.9
THE BERKELEY SCHOOL		IV				4				16.2	16.2				5				17.7	17.7
BLOOMFIELD COLLEGE		IIC	2	3	3	1	34.4	23.2	19.9	20.0	24.4	2	3	3	1	41.6	28.3	24.5	24.7	29.8
BROOKDALE CMTY COLLEGE		III	1	1	1	3	33.9	27.6	23.7	16.9	25.6	1	1	1	3	40.2	33.1	28.6	20.8	30.8
BURLINGTON COUNTY COLLEGE		III	2	2	2	2	29.4	25.7	22.0	17.9	24.2	2	2	2	2	35.3	30.9	26.7	21.8	29.1
CAMDEN COUNTY COLLEGE		III	1	1	1		33.9	28.6	24.3		26.4	1	1	1		40.3	34.3	29.3		31.7
CENTENARY COLLEGE		III	4		5	5	25.8	---	---	16.8	13.8	18.4	4		5	5		----	19.4	15.7	21.4
COLLEGE OF SNT ELIZABETH	LFD	III			4		----	----	----	16.6		18.4			5		---	---	18.5		20.7
COUNTY COLLEGE OF MORRIS		III	1	1	1	1	33.6	28.1	23.1	19.8	25.7	1	1	2	1	39.7	33.6	27.7	23.9	30.7
CUMBERLAND COUNTY COLLEGE		III	2	1	1	1	32.2	27.7	25.1	22.0	25.8	2	1	1	1	38.0	33.1	30.4	26.8	31.1
DREW UNIVERSITY		I	4	3	4	2	36.7	28.7	22.1	19.9	29.9	3	2	3	2	45.7	35.8	27.5	23.3	37.1
ESSEX COUNTY COLLEGE	4	III	1	1	1	2	34.7	28.7	24.0	18.1	26.8	1	1	1	2	41.5	34.5	28.9	22.0	32.2
FARLGH DCKSN U EDW WMS C		III						----	----	----	23.7						----	----	----	27.9
FARLGH DCKSN FLORHAN-MAD		IIA	1	1*	1		36.3	30.0	23.6		32.4	1	1	2		43.4	35.7	27.9		38.7
FARLGH DCKSN U RUTHERFD		IIA	1	1	1	1* 2	36.3	29.1	25.1	19.2	30.5	1	2	1	2	43.4	34.8	29.8	22.0	36.4
FARLGH DCKSN TEANECK CAM		IIA	1	1*	1		38.3	30.4	24.1	----	33.4	1	1	2		45.8	36.3	28.0	----	39.8
FELICIAN COLLEGE		III		5	5	5	----	17.5	15.9	13.5	15.9		5	5	5	----	21.1	18.4	15.6	18.6
GEORGIAN COURT COLLEGE	LFD	IIB		3	2	3	----	22.4	20.8	16.3	20.0		3	2	3	----	26.5	23.6	18.7	23.1
GLASSBORO STATE COLLEGE		IIB	1*	1*	1*	1*	37.6	29.9	24.8	20.8	30.4	1	1*	1*	1*	44.1	35.3	29.1	24.7	35.7
GLOUCESTER COUNTY COLLEGE		III	3	1	1		27.4	27.0	24.7	----	25.7	3	2	1		32.2	32.4	29.9	----	30.9
IMMACULATE CONCEPTION SEM		IIC					----		----		4.7					----		----		9.8
JERSEY CITY STATE COLLEGE		IIA	1*	1*	1*	2	38.6	30.8	25.0	18.6	30.4	1	1	1*	2	45.4	36.7	30.0	22.4	36.2
KEAN C OF NEW JERSEY		IIA	1	1*	1	1	37.6	30.3	24.0	21.0	29.8	1	1*	1	1	45.7	37.0	29.3	25.7	36.4
MERCER CO CMTY COLLEGE		III	1	1	1	3	32.8	27.6	23.4	17.5	25.1	1	1	1	2	38.5	33.4	28.5	21.5	30.5
MIDDLESEX COUNTY COLLEGE		III	1*	1*	1*	2	36.1	30.5	25.6	19.0	27.4	1	1*	1	2	43.5	37.0	31.2	23.6	33.4
MONMOUTH COLLEGE		IIA	3	3	1		31.9	26.5	23.8	----	27.1	3	3	2		37.3	31.1	27.5	----	31.6
MONTCLAIR STATE COLLEGE		IIA	1	1	1	1	37.4	29.8	24.3	19.6	29.2	1	1	1	2	45.0	36.2	29.4	23.4	35.2
NJ INSTITUTE TECHNOLOGY		IIC	1*	1*	1*		44.2	34.4	28.3		34.0	1*	1*	1*		53.8	41.9	34.4		41.4
NTHESTN BIBLE COLLEGE		IIC						----	----		16.5						----	----		18.7
OCEAN COUNTY COLLEGE		III	1	1	1	3	35.3	30.4	23.2	17.2	26.6	1	1	1	3	42.3	36.1	28.1	21.0	31.9
PASSAIC CO CMTY COLLEGE		III	1		3	3	34.7	----	20.8	16.7	21.0	1		3	3	41.0	----	25.2	20.2	25.3
PRINCETON THEOLOGICAL SEM		IIC	1		1		37.8		26.1		34.6	1		1		46.3		31.4		42.2
PRINCETON UNIVERSITY		I	1	2	3	2	46.7	30.4	23.2	20.1	35.6	1	2	4	3	57.7	36.5	27.2	22.1	42.3
RAMAPO C OF NEW JERSEY		IIB	1	1*	1*		34.7	29.2	23.7		28.8	1	1*	1*		42.8	36.1	29.3		35.6
RIDER COLLEGE		IIC	2	2	2		33.9	26.9	22.3	----	26.1	2	2	2		40.2	32.3	26.3	----	31.1
RUTGERS U CAMDEN CAMPUS		IIB	1*	1*	1*	1	48.6	33.8	24.2	19.4	31.8	1*	1*	1*	1	56.7	38.1	29.3	23.6	37.2
RUTGERS U NEWARK CAMPUS		IIA	1*	1*	1*	1	48.1	34.6	25.6	19.9	35.6	1*	1*	1*	1	55.8	41.3	30.8	24.5	42.2
RUTGERS U NEW BRUNSWICK		I	1*	1*	2	3	47.3	33.0	24.1	18.4	34.3	1	1	2	3	55.0	39.4	29.1	22.5	40.6
SAINT PETERS COLLEGE		IIB	2	2	3	2	29.2	23.8	18.9	17.5	23.1	2	2	3	2	36.3	27.9	22.5	20.9	27.2
SALEM COMMUNITY COLLEGE		III			2	2		----	21.8	18.9	20.7			2	2		----	25.6	22.7	24.8
SOMERSET COUNTY COLLEGE		III	1	2	3	2	33.4	26.1	20.8	17.8	24.1	1	2	2	2	40.4	31.7	25.4	21.6	29.3

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.									12				11				23.4				20.1
17.	85. 53. 6.	12.9	11.6	13.4	10.0	18	37	14	3		2	4	2	35.7	----	----	----		----	----	----
17.	91. 70. 18.					178	142	94	9	13	21	67	11	33.7	27.6	23.5	20.3	33.3	27.0	22.0	19.3
14.	ALL 95. 36. 21.	8.3	9.2	11.9	10.4	14	17	9	21		3	5	8	28.1	----	----	19.5		----	----	20.7
25.	ALL ALL 43.					8	4	6	2	1		1	2	21.7	----	15.8					
13.					4.8				5				9				----				----
18.	99. 79. 7.	10.8	12.6	15.1	-----	178	105	49		14	16	18	1	31.1	25.0	21.6		28.3	24.0	21.0	
18.	ALL 58. 38.	11.1	11.5	12.1	-----	7	11	9	1		1	7		30.0	----	20.4	----		----	19.5	
19.							5	18	3		2	5	1		----	----	----			----	
22.									87				43				16.9				18.9
15.	96. ALL 36. 20.		.2			26	17	21	12	1	1	1	8	----	----	----	15.0	----	----	----	16.1
11.	ALL 75.	-----	9.4	9.4	12.5		3	7		1	5	12	8		----	----			----	----	16.9
15.	ALL 96. 31.					19	21	13			5	3	3	23.0	----	----			----	----	----
14.	92. 81. 23.	9.2	7.4	7.9	7.8	52	86	75	9	1	12	55	11	34.6	28.6	21.9	19.4		25.6	19.5	16.0
15.	ALL ALL 55.					7	9	9	5		2	2	2	22.3	19.7	18.4	----				
14.	ALL 90. 21.	11.7	11.9	11.2	10.7	8	8	13	4	1	2	6	3	----	----	18.5	----	----	----	17.2	----
15.	93. 83. 12.	8.0	8.2	8.0	-----	13	17	12	5	1	1	5	2	----	----	----	----	----	----	----	----
15.	ALL 98. 73. 42.		-.3	-.4		81	47	45	11	5	8	17	22	----	21.8	19.4	15.9	----	20.8	18.6	15.5
23.					6.5 8.9 6.6				68				51				18.0				17.2
15.	ALL 83. 40.	9.3	9.9	11.5	13.5	8	3	14	4	2	3	11	10	----	----	18.5	----	----	----	19.0	----
16.	ALL 96. 40.	7.3	7.3	7.1	-----	20	20	17	2	3	5	8	1	----	----	17.3		----	----	17.5	
24.					14.4				61				15				19.1				17.3
16.	ALL 62. 59. 18.					5	12	14	8		1	3	3	----	22.6	----	----			----	----
---					-----				5								----				
12.	83. 56.					16	9	19	4	2	7	9	12	24.4	23.2	22.1	----		24.0	22.6	----
16.	98. 76. 15.	3.3	3.7	4.1	4.4	464	265	142	22	24	52	68	35	34.4	26.3	22.8	18.9	32.1	25.1	20.4	14.5
18.	98. 71. 30.					122	93	76	16	8	21	38	12	30.0	25.0	19.6	16.7	28.7	23.9	19.4	16.8
15.	ALL 96. 52. 20.					19	23	24	8	2	4	7	12	26.5	----	18.8	15.6		----	16.7	15.2
10.	ALL ALL 13.	-----	13.2	11.9	-----	1	8	8	1					----	17.4	14.1	----				
13.	69.								68				36				24.8				23.2
14.	47.								8				5				----				----
13.	53.				6.7				26				19				25.3				23.0
14.	92. 78. 24.					128	87	38		8	24	28	12	37.8	29.6	24.0		31.6	28.7	22.5	20.6
13.	93. 82. 32.	7.8	8.1	9.8	7.5	69	117	48	4	6	31	14	9	37.4	29.3	24.8	----	31.0	29.4	24.5	----
14.	41.				8.7				19				13				22.4				22.7
25.	ALL 82. 32.				-----	5	13	7	1	2	9	12	6	----	19.5	16.2			21.4	15.7	13.8
21.							2	4	5			1				----	----				
22.	99. 79.	11.9	12.6	12.8	11.8	143	58	64	8	5	15	46	2	----	29.8	24.0	----	----	26.8	22.6	----
17.									8				8				17.6				14.3
18.	98. 93. 45. 10.					36	28	37	13	5	12	14	8	----	20.4	18.4	16.0	----	19.5	17.6	17.4
12.	ALL						4	3	1		1	4			----	----				----	
10.							6		11			3	3		15.2		----			----	----
30.	50. 17. 9.	-----	8.1	10.9	9.5	5	17	19	6	1	6	4	1	----	15.8	----	20.9		22.9	----	
14.						26	3	4		6	6	12	5	21.1		----		25.8	----	----	----
20.	ALL 90. ALL 67.					8	8	4	5	1	2	1	1	20.9	17.2	----	----				
17.	ALL 75. 50. 13.	-----	.3	.5	4.1	4	8	2	1	1	8	8	7	----	18.0				16.7	15.0	12.9
18.	ALL 89. ALL ALL					4	9	3	2	1			1	----	17.0	----					
18.						10	10	2		1	4			20.8	----				----		
15.	7. 83. 50. ALL					11	5	3	1	3	1	1	1	----	----			----			
16.	ALL 60. 25.					1	3	3	1	1	7	1			----	----			----		
14.						3		7	1	1	1	5	1	----		----				----	
20.	ALL 90. 42.	7.9	9.0	9.0	12.8	39	33	37	5	2	6	15	2	----	24.7	20.7	----	----	23.4	20.1	----
15.	75. 31.	-----	9.9	6.8	9.4	1	7	3	1	3	6	11	4		23.4	----		----	19.0	----	----
13.	96. 88. 58.	9.3	9.3	9.6	9.9	20	20	17	11	3	6	19	7	----	23.7	20.8	16.7	----	23.6	19.2	16.6
20.	ALL 98. 9.	6.9	7.3	8.5	8.1	146	145	89	9	2	32	61	6	----	27.0	22.0	17.4	----	26.2	19.6	17.1
22.	ALL 93. 67. 29.					12	13	30	3	1	16	13	4	27.9	24.4	22.6	----		24.1	18.7	----
22.	ALL ALL 88. 30.					23	45	37	9	11	23	30	11	36.8	32.6	26.7	21.5	35.5	30.7	25.8	19.3
9.													19								16.2
22.	92. 57. 23.	7.1	7.8	7.6	-----	11	10	10	4	2	4	3	4	29.0	----	----	----		----	----	----
20.	ALL 95. 85. 24.					25	32	27	10	6	12	20	19	34.0	27.3	23.5	16.0	33.7	28.5	23.9	17.4
21.	ALL 97. 74. 13.	5.0	5.0	5.0	5.0	12	29	15	9	4	9	8	6	----	26.9	22.5	18.9	----	21.7	21.2	16.5
20.	ALL ALL 95.					12	15	38			6	23		33.9	28.9	25.5			27.8	22.2	
17.	ALL ALL 4.					5	3	10		4	1	13	9	----	----	16.9		----		16.7	13.8
12.	ALL 67.	-----	-----	19.9	-----			5		3	3	9	1			----		----	----	----	
20.	ALL 97. 71. 27.	8.5	8.9	9.6	9.7	20	47	41	7	6	22	27	26	34.0	28.2	23.3	20.0	32.2	28.0	22.7	19.7
20.	ALL ALL 83. 71.					5	10	11	9	2	2	7	5	----	----	27.2	----	----	----	21.9	----
24.	94. 94. 12.					39	22	19	5	11	9	7	5	37.7	29.6	22.5	----	33.2	26.4	21.0	----
20.	ALL 97. 97. 42.	5.5	5.5	5.5	5.5	22	49	36	6	4	15	22	13	----	28.8	23.7	21.4	----	28.5	24.4	16.6
18.	ALL ALL 60.	-----	-----	12.9	-----	2	4	4	2		1	1	3		----	----					----
19.	95. 81. 29.	8.1	9.0	10.3	-----	51	33	11	2	6	9	3	2	----	30.2	----		----	29.3	----	
19.	94. 74. 62.	8.1	9.0	10.4	11.2	38	32	11	3	15	7	15	7	36.2	29.3	25.0	-----	36.7	28.6	25.3	----
19.	97. 75. 15.	8.1	8.9	10.4	-----	120	59	30	2	18	22	10	4	38.7	31.2	24.4		36.1	28.2	23.2	----
17.		-----	4.7	3.7	1.9	2	3	2		3	8	18	10		----			----	----	15.9	13.5
15.	ALL 75.	-----	7.6	7.5	8.0	2	6	6	3	3	2	8	10		22.4	22.5	----	----		19.5	----
18.	ALL 98. 81. 50.					91	76	80	6	20	20	45	2	37.8	30.5	25.3	20.8	36.7	27.7	23.9	
20.	ALL ALL ALL 80.	-----	8.6	8.6	8.8	6	17	20	4		7	11	1	27.4	27.3	24.9	----		26.3	24.5	
6.						3		3	2			1		----		----					
19.	ALL 95. 78. 25.					62	55	59	4	20	30	44	8	38.6	31.1	25.1	----	38.6	30.4	24.8	----
22.	99. 93. 61. 44.					74	78	74	7	26	38	40	9	37.9	30.4	24.0	22.8	36.9	30.1	23.8	19.6
22.	ALL 95. 79. 24.					15	35	30	11	2	8	17	10	32.8	27.9	23.8	18.1		26.3	22.7	16.7
22.	ALL ALL 96. 29.	9.4	9.6	9.8	10.2	28	41	46	16	9	28	27	26	36.0	31.7	26.0	19.6	36.5	28.7	24.8	18.7
17.	98. 87. 29.	5.4	6.6	7.9	-----	36	50	23		4	10	12	4	----	26.7	25.4		----	25.4	20.8	----
21.	94. 92. 57. 33.					85	99	108	13	31	46	63	11	37.8	29.9	24.6	19.4	36.3	29.6	23.9	19.9
22.	97. 92. 36.	12.0	15.2	16.5	18.1	73	95	39			4	14		44.2	----	28.5			----	27.6	
13.	59. 40.	-----	-----	-----		1	5	3	1	1					----	----					
20.	ALL ALL 71.					13	31	10	11	1	12	14	10	35.3	31.1	25.7	17.0		28.4	21.4	17.4
20.	ALL ALL 36. 3.	6.6	-----	8.3	9.4	6	3	4	10	4	2	9	23	----	----	----	16.8	----	----	----	16.6
22.	95. ALL	8.0	-----	8.0	-----	21	2	5	1		2	3	1	37.8		----				----	
21.	ALL ALL	11.4	13.4	12.2		294	50	155	11	10	11	37	2	46.9	30.6	23.3	20.1	41.9	29.7	22.9	
24.	ALL ALL 59.					30	34	32		9	9	17	2	34.7	29.4	23.9		36.6	28.8	23.3	
19.	87. 88. 18. 20.	9.0	9.0	9.0	-----	34	72	59	2	4	16	18	3	----	27.8	22.9	----	----	22.9	20.6	----
17.	ALL 85. 7.	9.8	11.2	11.0	12.5	37	62	38	6	3	20	22	13	48.6	34.0	24.0	21.5		33.0	24.5	18.4
18.	98. 83. 7.	8.4	9.4	12.3	10.0	111	94	68	7	17	39	55	9	48.1	35.5	25.5	20.9	47.7	32.5	25.6	19.1
18.	99. 95. 4.	7.7	9.9	12.6	8.4	419	302	252	37	59	100	143	28	47.5	33.2	24.4	18.2	45.6	32.4	23.6	18.5
18.	78. 86. 14.	10.0	10.1	10.5	14.0	28	44	27	6	4	5	10	6	----	----	19.2	18.0	----	----	18.1	17.0
19.	ALL ALL 67. 27.					1	4	3	5		1	3	6		----	----	----			----	----
22.	ALL 94. 39. 20.					8	18	15	3	3	14	16	7	----	26.2	21.5	----	----	25.9	20.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW JERSEY (CONTD)																				
STEVENS INST TECHNOLOGY		IIC	1	1	1		40.4	31.2	26.2	----	34.3	1	1	1		49.1	37.7	30.7	----	41.4
STOCKTON STATE COLLEGE		IIB	1	1	1	1	34.7	27.9	21.6	18.4	24.9	1	1	1	1	40.6	33.5	26.2	22.4	29.9
TRENTON STATE COLLEGE		IIA	1	1*	1	1	38.0	30.8	24.6	19.7	29.4	1	1*	1*	1	45.9	37.6	30.0	24.1	35.7
UPSALA COLLEGE		IIB	2	1	2		31.0	26.8	19.5	----	24.8	1	1	2		38.0	31.6	23.2	----	29.7
WESTMINSTER CHOIR COLLEGE		IIC	3	3	4	5	27.8	23.5	17.4	13.0	21.2	3	3	4	5	33.5	28.4	21.1	14.6	25.5
WILLIAM PATERSON COLLEGE		IIA	1	1	1	2	37.2	29.9	23.6	19.1	29.6	1	1*	1	2	45.5	36.8	29.1	23.6	36.4
NEW MEXICO																				
COLLEGE OF SANTA FE		IIB		5	5			18.7	16.2	----	17.1		5	4			21.6	18.7	----	19.8
COLLEGE OF THE SOUTHWEST		IIB			2				19.5		19.5			3				22.4		22.4
EASTERN NM U MAIN CAMPUS		IIB	1	1*	1*	1	34.1	28.6	24.4	19.4	27.1	1	1	1*	1	39.6	33.3	28.5	22.7	31.6
EASTERN NM U ROSWELL		III				1			----	19.7	20.1				2			----	23.2	23.7
NEW MEXICO HIGHLANDS U		IIA	4	5	4	5	30.6	23.8	20.1	15.8	23.6	4	4	4	4	35.9	28.0	23.9	18.7	27.9
NM INST OF MINING & TECHN		IIA	2	2	1*		34.3	28.2	25.1		29.7	2	2	1		40.2	33.3	29.7		35.0
NEW MEXICO JUNIOR COLLEGE		IV				2				26.4	26.4				2				29.1	29.1
NEW MEXICO MILITARY INST		III		3	3	2	----	23.8	20.8	18.8	21.2		3	3	2	----	27.5	24.0	21.8	24.5
NM STATE U MAIN CAMPUS		I	4	4	4	3	36.0	27.6	22.4	18.3	29.0	4	4	4	3	41.9	32.4	26.4	21.6	33.9
NM STATE U ALAMOGORDO		III		2			----	25.8	----	----	23.9		2			----	30.4	----	----	28.3
NM STATE U CARLSBAD		III						----		----	22.9						----		----	27.8
NM STATE U GRANTS BRANCH		III								----	----								----	----
SAN JUAN COLLEGE		III		1		1		28.8	----	19.8	22.2		1		2		33.8	----	23.2	26.0
NTHN NM COMMUNITY COLLEGE		III				2				17.7	17.7				3				20.2	20.2
UNIV OF NEW MEXICO MAIN		I	4	4	4	3	36.8	27.4	22.4	18.5	26.9	4	4	4	3	42.5	32.1	26.4	21.9	33.7
U OF NM GALLUP BRANCH		IV				3				19.1	19.1				4				22.3	22.3
WESTERN NEW MEXICO UNIV		IIA																		
NEW YORK																				
ACADEMY OF AERONAUTICS		III	5	5	5	5	20.6	17.5	15.1	14.0	16.9	5	5	5	5	25.1	21.4	18.3	17.0	20.6
ADELPHI UNIVERSITY		I	3	3	2	2	37.6	28.4	27.9	20.4	29.5	3	3	3	2	45.1	34.3	28.3	23.7	35.4
ADIRONDACK CMTY COLLEGE		III	4	4	5		25.6	22.9	16.0	----	20.5	3	3	5		32.4	29.6	20.5	----	26.2
ALBANY BUSINESS COLLEGE		III						----		----	18.6						----		----	21.1
ALBANY COLLEGE PHARMACY		IIC	2	2			34.8	26.0	----	----	27.4	2	2			42.2	30.5	----	----	32.9
ALBANY LAW SCHOOL		IIC	1*				44.6	----			42.8	1*				55.0	----			52.9
ALFRED UNIVERSITY		IIA	3	3	4	3	31.5	25.7	20.6	18.1	25.2	3	3	4	3	38.9	31.0	24.1	21.4	30.4
NY ST C CERAMICS ALFRED U		IIC	1	1	2		38.6	28.7	21.2		30.6	1	1	2		48.0	36.0	26.4		38.3
BANK STREET COLLEGE OF ED		IIC				1				23.0	23.0				1*				28.3	28.3
BARD COLLEGE		IIB	1	1	1		31.3	26.0	20.9		27.7	1	1	2		38.0	31.6	24.4		33.4
BARNARD COLLEGE		IIB	1*	1	1	4	41.5	27.5	22.2	14.7	29.5	1*	1*	1	4	53.6	34.8	27.5	17.7	37.4
BERK-CLAREMONT NEW YORK		IV				5				14.0	14.0				5				16.1	16.1
BROOKLYN LAW SCHOOL		IIC	1*				54.7		----	----	50.1	1*				65.0		----	----	59.2
BROOME COMMUNITY COLLEGE		III	3	4	4	3	27.1	22.6	18.4	16.5	21.8	2	2	3	2	35.8	30.1	24.4	21.5	28.8
BRYANT-STRATTON BUS INST		IV				5				13.3	13.3				5				13.3	13.3
CANISIUS COLLEGE		IIA	3	3	3		31.9	26.9	21.7	----	26.2	3	3	3		37.0	31.4	25.5	----	30.6
CTHDL C IMMAC CONCEPTION		IIB					----	----			----					----	----			----
CAYUGA CO CMTY COLLEGE		III	3	3	4	4	27.3	23.1	18.1	15.7	24.4	2	2	3	3	36.8	30.9	24.2	20.4	32.8
CAZENOVIA COLLEGE		III				5	----	----	----	12.5	14.8				5	----	----	----	14.3	17.2
CLARKSON COLLEGE OF TECHN		IIC	1	1	1	1	41.4	31.3	25.0	21.0	31.3	1	1	1	1	49.3	37.9	28.8	23.7	37.1
CLINTON COMMUNITY COLLEGE		III	4	5	4		23.8	21.1	19.0	----	20.2	4	3	3		30.4	26.8	24.4	----	25.9
COLGATE UNIVERSITY		IIA	1*	1*	4	3	40.9	30.6	20.9	18.0	28.3	1*	1*	4	3	49.9	37.2	24.8	20.6	34.1
COLLEGE OF MT SNT VINCENT		IIB	2	3	3	3	27.6	21.4	18.7	15.6	20.1	3	4	3	4	30.7	24.0	21.6	17.2	22.8
COLLEGE OF NEW ROCHELLE		IIB	2	2	2	3	30.7	25.1	20.6	16.6	22.8	1	1	1	1	38.6	31.7	26.4	21.5	29.0
COLLEGE OF SAINT ROSE		IIA	4	5	5	4	28.6	22.4	18.6	16.2	22.3	5	5	5	5	31.2	25.8	21.7	18.1	25.2
COLUMBIA-GREENE CC		III	4	5	5	5	25.8	18.7	16.3	14.2	18.1	3	4	4	3	33.3	24.6	22.3	19.9	24.3
COLUMBIA U MAIN DIVISION		I	1	1*	2		46.1	33.6	24.2	----	36.7	1*	1	3		58.2	40.1	28.2	----	45.3
COLUMBIA U TCHRS COLLEGE		IIC	1	1	2	3	40.3	30.2	22.7	16.4	32.5	1	1	1	2	50.8	38.3	28.4	21.1	41.0
CMTY COLLEGE FINGER LAKES		III	4	4	4	5	24.5	21.3	18.5	14.7	20.3	3	3	3	4	31.3	27.5	23.9	17.9	26.0
CONCORDIA COLLEGE		IIB	5	5	5		19.8	17.7	14.0	----	16.1	5	4	5		24.5	22.0	17.7	----	20.1
COOPER UNION		IIB	1	1*			34.6	28.8	----		32.8	1	1*			42.3	35.7	----		40.1
CORNELL UNIV ENDOWED CLLS	25	I	1	1	1	1	43.5	30.9	24.8	22.1	34.8	1	2	1	1	52.4	37.0	29.9	26.4	41.8
CORNELL UNIV STATUTORY CLLS		I	3	2	1	5	39.1	30.0	25.1	15.3	31.8	1	1	1*	4	52.4	39.9	32.9	20.1	42.3
CORNING COMMUNITY COLLEGE		III	2	3	4		30.9	24.6	19.4	----	26.6	1	2	2		39.2	31.2	25.2	----	33.8
CULINARY INST OF AMERICA		IV				2				23.6	23.6				2				29.2	29.2
DAEMEN COLLEGE		IIB	3	4	4		25.1	20.0	17.3		19.7	3	4	4		30.9	24.0	20.4		23.6
DOMINICAN C OF BLAUVELT		IIB			3	4		----	19.1	15.2	18.6			3	3		----	21.7	18.1	21.4
DOWLING COLLEGE		IIB	1	2	1*	1	32.5	25.0	23.0	18.8	26.2	1	1	1*	1*	40.9	32.6	30.0	25.0	33.7
DUTCHESS CMTY COLLEGE		III	1	1	1	3	35.3	29.4	22.9	16.5	25.9	1*	1*	1	3	45.4	37.8	29.5	21.2	33.3
D'YOUVILLE COLLEGE		IIC	3	4	4		27.1	20.8	16.6		19.2	3	4	4		31.5	25.9	18.8		22.1
ELIZABETH SETON COLLEGE		III		4	5			22.4	16.4	----	18.3		4	5			26.0	18.9	----	21.1
ELMIRA COLLEGE		IIA	5	5	5		28.0	22.1	19.1	----	22.3	4	5	4		34.2	26.9	23.4	----	27.2
ERIE CC NORTH CAMPUS		III	2	2	2	1	30.0	26.7	22.6	20.9	25.5	1	1	1	1	39.3	35.0	29.8	27.1	33.3
ERIE CC CITY CAMPUS		III		1	1	2	----	27.7	24.7	18.5	22.2		1	1	1	----	35.1	31.3	24.9	28.9
ERIE CC SOUTH CAMPUS		III	2	2	1	3	29.5	25.9	22.9	17.1	20.2	2	1	1	2	38.2	33.1	29.6	22.3	26.3
FASHION INST TECHNOLOGY		III	1*	1*	1*	1*	43.9	36.8	28.6	22.6	33.9	1*	1*	1*	1*	57.0	48.4	38.4	31.0	44.8
FIVE TOWNS COLLEGE		III				5			----	7.0	8.3				5			----	7.7	9.1
FORDHAM UNIVERSITY		I	1	1	1	1	47	32.4	25.2	22.2	32.4	2	1	1	1	50.3	37.8	30.2	26.4	38.1
FULTON-MONTGOMERY CC		III	2	2	3		2[illegible]5	25.7	20.2	----	24.6	1	1	2		39.1	34.3	27.2	----	32.9
GENERAL THEOLOGICAL SEM		IIC	4				22.1	----			21.0	2				42.0	----			39.6
GENESEE COMMUNITY COLLEGE		III	4	5	5		24.7	20.9	17.3	----	22.1	3	4	4		31.6	26.5	22.2	----	28.4
HAMILTON COLLEGE		IIB	1*	1*	1	2	37.2	29.1	21.0	17.6	27.0	1	1	2	2	43.9	34.2	24.5	20.3	32.2
HARTWICK COLLEGE		IIB	2	2	1		28.8	25.0	18.8	----	23.0	2	2	3		33.9	29.6	22.0	----	28.0
HERKIMER CO CMTY COLLEGE		III	2	2	4	5	28.9	25.2	18.7	13.9	20.4	2	2	3	4	36.2	32.1	24.2	17.6	26.0
HILBERT COLLEGE		III			5	5	----	----	15.0	14.3	14.9			5	5	----	----	16.9	16.2	17.0
HOBART-WILLIAM SMITH CLLS		IIB	1	1	1	2	34.6	27.2	21.0	17.9	26.9	1	1	1	1	43.4	33.4	25.9	21.9	33.4
HOFSTRA UNIVERSITY		IIA	1	1	1	1*	36.3	29.4	24.5	21.6	29.9	1	1	1	1	44.8	35.9	29.2	25.2	36.4
HOUGHTON COLLEGE		IIB	5	4	4		20.6	18.8	16.5		18.7	5	4	4		25.3	22.8	19.3		22.6
HUDSON VLY CMTY COLLEGE		III	2	2	2	4	29.1	25.6	21.2	16.1	24.3	2	2	2	3	37.4	32.8	27.2	20.7	31.1
INTERBORO INSTITUTE		IV				5				7.5	7.5				5				8.1	8.1
IONA COLLEGE		IIA	1	1*	1*	1	36.5	30.5	24.7	19.8	28.5	1	1*	1	2	44.4	36.7	29.8	22.3	34.2
ITHACA COLLEGE		IIA	3	3	4	5	31.5	26.4	20.9	14.5	24.3	3	3	3	5	37.9	31.6	24.9	17.5	29.1
JAMESTOWN CMTY COLLEGE		III	2	2	2	4	30.2	24.8	21.0	16.2	22.9	1	2	2	3	39.3	31.3	26.9	20.9	29.3
JEFFERSON CMTY COLLEGE		III	1	1	2	4	33.7	27.8	21.1	16.4	26.0	1	1	2	4	43.5	36.4	27.3	19.4	33.5
KATHARINE GIBBS SCHOOL		IV				5				13.3	13.3				5				15.3	13.3
KEUKA COLLEGE		IIB	5	5	5	5	18.1	14.2	13.1	12.9	14.4	5	5	5	5	20.8	16.4	15.1	15.1	16.7
KING'S COLLEGE		IIB	4		3		23.8	----	18.3		19.9	4		2		28.3	----	22.6		24.1
LE MOYNE COLLEGE		IIB	2	2	2	2	30.9	25.1	20.2	17.7	23.4	2	2	2	2	36.5	30.1	24.2	21.2	27.9
LONG IS C HOSP SCH NURS		IV				3				21.8	21.8				3				25.4	25.4
MANHATTAN COLLEGE		IIA	1	1*	1	2	37.7	30.8	23.9	18.7	28.3	1	1*	1	3	45.5	37.6	28.4	21.5	34.1
MANHATTAN SCHOOL OF MUSIC		IIC				4				14.2	14.2				4				17.2	17.2
MANHATTANVILLE COLLEGE		IIA	4	2	5	3	30.3	26.9	18.8	18.0	23.6	4	3	5	4	35.6	31.9	21.6	20.2	27.5
MANNES COLLEGE OF MUSIC		IIC				5				11.8	11.8				5				13.3	13.3
MARIA COLLEGE OF ALBANY		III			5	5	----	----	13.6	11.5	13.3			5	5	----	----	14.7	13.1	14.6
MARIST COLLEGE		IIB	2	1	1		30.8	25.7	21.7	----	23.7	1	1	1		38.6	32.7	26.6	----	29.4
MARYMOUNT COLLEGE		IIB	3	3	2		27.3	22.4	19.3	----	22.1	2	3	3		32.5	26.6	22.0	----	26.0
MARYMOUNT MANHATTAN C		IIB		1	1		----	25.7	21.4	----	23.1		2	2		----	30.1	24.7	----	26.7
MATER DEI COLLEGE		III			5	4		----	15.2	15.1	15.5			5	5		----	17.2	16.6	17.2
MEDAILLE COLLEGE		IIB		4	4	4		19.0	16.7	14.6	16.5		5	5	5		21.1	18.4	16.0	18.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	94.	51.							68	33	27	4		2	3	1	40.4	31.2	----	----			----	
20.	96.	91.	16.						25	34	36	22	3	13	21	13	----	28.1	21.8	18.8	----	27.2	21.2	17.8
22.	98.	95.	59.	30.					71	92	94	9	19	20	54	15	38.2	31.0	24.9	20.1	37.2	29.9	24.0	19.5
20.	ALL	ALL	35.		6.9	7.5	8.0	-----	13	19	10	4	4		10		----	26.8	19.7	----	----		19.2	
20.	ALL	83.	38.		13.2	10.7	13.4	10.9	8	7	3	6	2	5	5	1	27.8	----	----	13.0		----	----	
23.	96.	86.	37.	5.	8.9	10.7	11.5	11.8	87	67	73	10	31	37	50	9	37.3	30.1	23.5	19.2	36.8	29.5	23.7	19.0
16.		68.	7.		-----	8.3	8.0	-----		14	10	1	1	5	4	4		----	----			----	----	----
15.											9				1				19.5					
17.		84.	82.	35.	9.0	10.3	11.5	11.7	27	32	43	7	5	6	20	7	----	28.7	25.1	20.3	----	27.7	22.9	18.5
18.			ALL	29.							5	39			1	12			----	19.5				20.6
18.	94.	77.	26.						16	10	11	3	1	3	8	3	30.6	----	21.0	----		----	18.7	----
18.	97.	86.	18.		6.1	9.5	16.8		35	22	24		1		4		34.3	28.2	----				----	
10.								8.6				37				17				26.9				25.4
16.	ALL	ALL	62.						4	14	21	18	2		2	6	----	23.8	----	18.8	----		----	18.6
17.	96.	70.	8.		8.8	9.3	9.3	9.1	191	141	124	5	11	17	34	8	36.2	27.9	22.8	----	31.9	25.7	21.1	----
18.	ALL	ALL	57.						3	4	5	4		3	2	1	----	----	----	----		----		
21.	ALL	33.							1		1	5	2	3	1	2				----		----		
---											1	4			1	4				----				
17.		ALL	29.							6	5	5		1	2	12		28.8	----	----				----
14.				38.								42				18				17.1				18.9
17.	92.	85.	18.	17.	8.5	9.3	9.5	7.8	247	186	128	1	19	39	79	11	37.1	27.5	23.5	----	32.9	27.0	20.7	----
17.	ALL	ALL			8.3	9.1	7.0	6.3				7				9				19.6				18.7
22.	ALL	63.	25.						14	17	12	14	1	2		1	20.6	17.5	15.1	14.0				
20.	98.	89.	35.	22.	7.5	7.4	7.4	7.3	92	81	47	6	16	59	62	3	37.7	29.0	24.0	----	36.6	27.6	23.7	----
28.	ALL	95.	30.	14.					20	13	20	5	4	6	10	2	----	22.9	16.2	----	----	22.8	15.7	
13.									2	3	2		2	2	2	4		----						----
20.	ALL	ALL			8.8	5.3	-----	-----	9	6	3	1		2		3	34.8	----	----	----		----		----
24.		95.								3		1	2	1	2		44.6	----						
21.	95.	84.	30.		14.2	16.3	18.4	21.8	38	42	23	5	1	2	23	3	----	----	20.7	----	----	----	20.4	----
25.	ALL	85.	29.						12	20	6	1			1		38.6	28.7	21.2					
23.												4				21				----				----
20.	96.	82.	17.		12.2	13.1	13.9		25	11	4		3		8		----	26.0	----		----	----		
27.	ALL	76.			8.8	8.5	12.1	9.7	18	7	23	4	30	10	24	7	43.1	28.0	22.3	----	40.5	27.3	22.1	----
15.																9								14.0
18.	92.	50.			9.7	-----	-----	-----	22	1		2	4	1	3	3	----				----		----	----
33.	ALL	ALL	43.	35.					32	46	28	9	7	13	23	8	27.5	22.9	19.2	16.9	25.3	21.6	17.5	16.0
												5				15				----				----
17.	97.	85.	24.		8.2	8.5	8.4	-----	36	61	38	4	1	4	11		----	----	22.3	----	----	----	19.6	
---	ALL	ALL							1	1							----	----						
34.	ALL	ALL	ALL		10.2	14.0	14.4	11.2	40	8	4	3	2	6	3	3	27.5	24.3	----	----		21.5	----	----
16.	ALL	ALL	33.		-----	-----	-----	8.2	2	2		3	2	2	3	13	----	----		----	----	----	----	----
19.	88.	67.	3.						51	56	54	5	1	2	7	7	41.4	31.3	25.0	----			24.9	----
28.	ALL	92.	50.						6	6	8	1	1	6	6	3	23.8	21.5	20.0			20.6	17.7	----
20.	98.	92.	12.		9.9	10.5	12.2	8.8	49	34	42	13		3	26	6	40.9	----	21.1	18.2		----	20.7	17.6
13.	ALL	95.	13.		-----	7.1	7.4	6.1	2	6	10	3	4	16	20	4	----	20.6	18.5	----	----	21.7	18.9	----
27.	ALL	96.	26.		13.0	11.7	11.5	-----	2	13	11	1	9	15	28	10	----	25.1	20.8	----	----	25.1	20.5	----
13.	ALL	97.	12.		8.4	8.0	8.2	9.5	6	13	15	4	18	22	11	6	29.4	22.6	18.7	----	28.3	22.3	18.3	----
34.	ALL	ALL	31.		9.7	12.5	6.9	6.4	7	6	7	6	1	3	6	3	25.8	----	18.4	----			13.8	----
24.	94.	41.			9.6	11.2	14.0	-----	425	80	191	2	31	25	73	1	46.5	34.3	24.4	----	41.0	31.6	23.8	----
26.	ALL	64.							51	23	10	2	15	21	15	9	40.5	30.8	21.7	----	39.8	29.6	23.3	----
28.	ALL	96.	59.	11.					12	16	11	5	4	8	11	4	----	21.4	18.5	----	----	21.2	18.6	----
24.	ALL	67.	31.		11.9	-----	11.8	-----	9	6	9	1			7	1	19.8	17.7	14.6	----			13.3	----
22.	ALL	50.	60.		8.9	11.4	-----	-----	34	6	3		1		2		----	28.8	----		----		----	
20.	ALL	91.			11.0	12.7	12.7	14.8	397	152	123	7	15	21	34	3	43.8	31.4	25.2	----	37.6	27.6	23.7	----
33.	98.	85.	1.		9.0	9.0	9.0	9.0	313	169	132	5	21	24	40	5	39.4	30.1	25.4	----	35.1	29.3	24.1	----
27.	ALL	ALL							46	15	11	1	7	9	9	3	31.1	25.5	19.6		29.8	23.1	19.0	----
23.												76				7				24.0				19.3
20.	ALL	83.	22.						10	18	12	1	2	12	15	2	25.1	20.2	18.2			19.7	16.5	
15.	ALL	ALL	50.							3	6	2	2	2	18	7		----	20.2				18.7	15.2
29.	ALL	89.	38.						17	22	6	8	4	6	2	3	----	26.7	23.0	----	----	19.0		----
29.	ALL	98.	91.	8.	7.3	7.6	9.8	19.3	25	34	16	20	6	11	18	17	36.0	29.9	23.9	16.8	32.8	27.6	22.0	16.2
15.	ALL	74.	14.		-----	8.6	8.9	-----	4	10	5		2	17	29		----	19.8	----		----	21.4	----	
16.										2	7	2		9	6	3		----	16.1	----		----	16.8	----
22.	ALL	80.	31.		5.9	6.7	8.5	-----	17	7	19	3	3	3	13	2	----	----	19.4	----	----	----	18.5	
31.	ALL	ALL	98.	44.	7.0	7.0	7.0	7.0	76	28	31	42	20	13	15	35	30.0	27.1	22.6	21.2	30.0	25.9	22.5	20.7
30.	ALL	ALL	86.	38.					5	5	4	18	1	5	3	14	----	----	----	18.5		----	----	18.5
30.	ALL	ALL	94.	23.					10	9	14	35	1	1	2	22	29.5	25.9	22.9	17.1				17.0
32.	ALL	ALL	ALL						34	25	32	16	19	24	26	17	43.5	35.5	27.9	22.6	44.6	38.3	29.5	22.6
10.											3	7			2	7			----	6.6			----	7.4
17.	93.	76.	28.		10.8	9.8	12.2	17.1	111	119	112	12	16	34	56	3	43.9	32.1	25.3	----	39.4	33.4	24.8	----
34.	ALL	ALL	ALL	85.					11	20	9	1	1	7	4	4	29.5	25.7	----			25.7	----	----
88.	75.								11	4			1	1			22.1	----						
28.									26	11	4	2	6	12	4	1	25.1	21.5	----	----	23.0	20.4	----	----
18.	93.	90.			7.6	10.9	13.3	10.7	40	23	33	7		8	22	2	37.2	29.7	22.0	----		27.2	19.4	----
18.	97.	79.	12.		8.2	9.1	10.6	-----	27	30	15	2	4	8	11	2	----	25.6	19.4	----	----	22.8	17.9	----
28.	ALL	96.	77.						7	21	17	8	2	4	5	1	28.9	----	----	13.9		----	----	
14.					-----	-----	7.8	7.7				4	4	1	1	2				----	----	----	----	----
24.	ALL	97.			13.5	11.5	12.6	8.4	35	23	26	7	4	8	11	2	----	27.5	21.4	----	----	26.4	20.2	----
22.	97.	69.	18.						112	80	79	15	22	23	33	7	36.9	29.6	25.3	22.5	33.1	28.7	22.6	19.7
21.	93.	72.	33.						24	17	18		3	1	6		----	18.8	16.5		----		16.5	
28.	ALL	97.	79.						61	65	48	19	22	18	22	21	29.7	25.7	22.1	16.8	27.6	25.2	19.5	15.5
8.												13				9				7.2				8.0
20.	92.	67.	45.		9.2	9.7	10.0	12.9	33	41	33	13	4	8	16	11	----	30.6	24.5	19.9	---	29.9	25.0	19.7
20.	96.	95.	15.		8.8	9.7	10.0	11.4	42	87	70	6	9	16	42	9	31.8	26.4	21.2	13.9	30.	25.9	20.3	14.9
28.	ALL	ALL	89.	5.	7.1	7.3	7.7	7.3	15	24	17	12	2	6	10	9	----	24.9	21.6	16.5	----	24.2	20.1	15.8
29.	ALL	ALL	64.						11	12	8	3	2	3	3	3	33.7	----	----	----				
																30								13.3
16.	ALL	ALL	14.		7.5	-----	6.1	5.9	9	4	9	2	3	3	13	6	----	----	13.2	----	----		13.0	----
21.	ALL	71.	35.		9.3	7.1	10.2	-----	10	5	19	2	1	2	7		23.8	----	18.4				18.1	
19.	ALL	97.	35.		7.7	11.1	9.8	7.9	19	29	32	13	1	5	5	3	----	----	----	----	----	----	----	----
17.																10								21.8
21.	91.	83.	33.		7.8	10.2	11.1	14.5	31	59	64	11	1	8	11	3	----	30.9	24.2	----	----	29.4	22.0	----
21.												17				4				----				----
17.		ALL	75.	4.	23.0	23.4	32.1	-----	9	9	13	4	11	3	13	2	30.6	----	19.4	----	30.0	----	18.1	----
12.												7				12				9.8				13.0
9.	ALL	ALL	ALL						1		2		5	3	9	18					----	----	13.6	11.5
24.	ALL	89.	50.		10.1	10.1	10.6		11	17	32			1	14	2	30.8	----	22.4				19.5	----
17.	ALL	96.	25.		10.0	10.0	10.0	-----	12	12	7	3	4	14	9	1	----	22.9	21.0	----	----	21.9	17.9	----
16.	ALL	77.	50.		-----	5.0	5.0	-----	2	3	18		1	10	18	1	----	----	22.0		----	----	20.8	----
11.					-----	-----	-----	-----	1	1		6	1	3	6	3				----		----	15.2	----
10.	60.	46.	17.						3	8	7	7	2	5	5	11		----	----	15.8		----	----	14.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NEW YORK (CONTD)																				
MERCY COLLEGE		IIB	1	1	1	3	32.1	26.0	21.2	16.5	22.9	2	1	1	2	37.1	30.6	25.1	19.6	26.9
MOHAWK VLY CMTY COLLEGE		III	2	3	2	2	29.3	24.6	21.5	18.1	22.6	2	2	2	2	36.1	30.5	26.8	22.8	28.1
MOLLOY COLLEGE		IIC		5	5	5		17.9	14.6	10.8	14.3		5	5	5		21.1	17.3	12.8	16.9
MONROE BUSINESS INSTITUTE		IV				5				14.6	14.6				5				18.1	18.1
MONROE COMMUNITY COLLEGE	4	III	1	1	1	2	33.5	28.0	22.9	18.2	27.5	1	1	1	2	42.2	35.1	28.5	23.2	34.5
MOUNT SAINT MARY COLLEGE		IIB	3	4	3	4	27.2	20.5	18.2	15.1	19.4	3	4	3	4	31.0	23.2	20.7	16.7	22.0
NASSAU COMMUNITY COLLEGE		III	1*	1*	1*	1	40.9	33.5	26.9	22.0	32.4	1*	1*	1*	1*	51.9	42.6	34.0	27.6	41.0
NAZARETH C OF ROCHESTER		IIB	2	2	2	2	30.1	24.8	20.9	18.0	23.9	2	2	2	2	34.8	28.6	24.1	20.1	27.5
NEW SCH FOR SOC RESEARCH		I	1	4	5		43.3	27.4	21.8		30.9	2	4	5		51.0	32.8	25.4		36.4
NY COLLEGE PODIATRIC MED		IIC	3	1	2	1	28.5	28.7	21.1	20.6	23.9	2	1	3	1	34.9	34.6	24.5	25.5	28.6
NY INST TECHN MAIN CAMPUS		IIA	1	2	4	3	37.3	28.1	20.7	17.7	24.9	1	2	4	3	44.4	33.9	24.9	20.8	29.9
NY INST TECHN NY CTY CAM		IIA	2	1	2	3	34.3	29.7	22.7	18.2	26.9	2	1	2	3	41.5	36.4	26.9	20.9	32.5
NEW YORK LAW SCHOOL		IIC	1*	1*	1*		50.5	40.9	31.9		42.4	1*	1*	1*		60.0	46.3	38.0		49.6
NEW YORK UNIVERSITY	26	I	1	1	1	1*	46.0	32.1	26.2	23.0	36.5	1	2	1	1	52.1	37.1	30.2	26.4	41.7
NIAGARA CO CMTY COLLEGE		III	2	2	2	3	31.9	26.6	21.8	17.6	25.4	1	1	2	2	41.0	34.3	27.8	22.5	32.6
NIAGARA UNIVERSITY		IIA	4	5	4	5	28.6	22.8	20.1	15.4	22.7	4	5	4	4	34.0	27.1	23.7	18.7	26.9
N COUNTRY CMTY COLLEGE		III		2	2	2	----	26.9	21.9	17.8	22.7		1	1	2	----	34.6	28.0	22.9	29.2
NYACK COLLEGE	PNA	IIC																		
ONONDAGA CMTY COLLEGE		III	1	1	2	1	32.2	27.3	22.3	20.1	25.7	1	1	1	1	41.7	35.4	29.4	26.1	33.4
ORANGE CO CMTY COLLEGE		III	1*	1*	1	3	35.4	31.3	24.5	17.1	27.4	1*	1*	1	3	43.6	38.5	30.2	21.0	32.7
PACE UNIVERSITY NEW YORK		IIA	1	1*	1*	1	37.2	30.6	25.5	19.6	30.1	1	1	1*	2	43.9	35.9	30.0	23.0	35.5
PARSONS SCHOOL OF DESIGN		IV				3				21.9	21.9				2				26.8	26.6
PAUL SMITH'S C ARTS & SCI		III	5	4	5	5	23.2	21.4	16.6	14.8	18.6	5	4	5	5	27.8	25.8	19.6	17.1	22.0
POLYTECHNIC INST OF N Y		IIC	1	1	1	1	39.3	30.0	25.1	21.7	34.1	1	1	1	1	47.9	37.0	29.6	25.8	41.5
PRATT INSTITUTE		IIA	3	4	4		31.5	24.8	20.6	----	27.1	3	3	4		39.4	31.0	23.2	----	33.4
RENSSELAER POLY INSTITUTE		I	1	1	1		43.5	32.3	26.0		36.0	1	1	1		52.2	38.8	30.4		42.9
ROCHESTER BUS INSTITUTE		IV				5				13.1	13.1				5				14.9	14.9
ROCHESTER INST TECHNOLOGY		IIA	2	1	1*	1	35.0	29.5	25.1	20.8	26.5	2	1	1*	1	41.5	35.3	29.8	24.6	31.5
ROCKEFELLER UNIVERSITY		IIC	1*	1*	2	2	58.0	33.0	23.2	19.5	30.2	1*	1*	2	1	74.2	41.6	28.2	23.0	37.5
ROCKLAND CMTY COLLEGE		III	2	2	2	4	30.2	25.3	21.3	16.3	24.4	2	2	2	3	38.6	32.3	27.0	20.5	31.1
RUSSELL SAGE C MAIN CAM		I*A	3	4	5	2	32.9	25.2	19.8	18.5	23.0	2	3	4	2	40.4	31.2	24.1	22.3	28.2
RUSSELL SAGE JC OF ALBANY		I.I	1	2	4	2	32.9	25.2	19.8	18.3	22.8	1	2	3	2	39.6	31.4	23.8	22.2	27.7
SAINT BONAVENTURE U		IIA	4	5	5	3	29.0	23.3	19.6	17.4	22.6	4	4	4	3	35.1	28.3	23.5	20.3	27.1
SAINT FRANCIS COLLEGE		IIB	1	1	1		34.9	26.7	21.7	----	26.4	1	1	1		41.5	32.4	26.4	----	31.9
SAINT JOHN FISHER COLLEGE		IIB	2	2	1		30.8	25.3	21.2	----	24.3	2	2	2		36.1	29.9	24.7	----	28.5
SNT JOSEPH'S C MAIN CAM		IIB	4	3	4	4	23.8	21.2	17.0	14.6	18.1	4	4	4	4	25.7	23.0	19.2	16.3	20.1
SAINT LAWRENCE UNIVERSITY		IIB	1*	1*	1	1*	38.1	28.7	22.4	20.3	29.4	1*	1*	1	1	46.8	36.5	27.7	23.2	36.4
SAINT THOMAS AQUINAS C		IIB		2	2	2	----	24.0	20.2	16.9	21.1		2	2	2	----	27.3	22.9	19.4	24.0
SARAH LAWRENCE COLLEGE		IV				1				28.3	28.3				1				34.4	34.4
SCHENECTADY COUNTY CC		III	3	3	4		27.6	23.1	17.8	----	20.4	2	2	4		35.4	30.0	22.2	----	26.2
SIENA COLLEGE		IIB	1	2	2		31.7	24.3	20.2		23.1	1	1	2		40.8	30.7	24.8		28.9
SKIDMORE COLLEGE		IIB	1	1	1		36.0	26.1	21.2	----	26.5	1	1	1		37.7	32.0	25.6	----	32.1
SUNY AGRL & TECH C ALFRED		III	2	1	2	3	31.3	27.0	22.5	17.5	26.0	1	1	1	2	39.1	34.0	28.0	21.6	32.4
SUNY A&T CANTON		III	3	3	2	2	28.7	23.7	20.7	18.8	23.9	2	2	2	1	36.2	29.9	26.0	23.8	30.2
SUNY AGRL TECH C COBLESKL		III	2	3	3		29.3	23.9	20.7		25.1	2	2	2		36.9	30.2	26.0		31.5
SUNY AGRL & TECH C DELHI		III	2	3	3	4	29.6	23.8	20.2	16.3	23.1	2	2	2	3	37.4	30.2	25.6	20.7	29.3
SUNY AGRL TECH C FARMNGDL		III	1	2	3	2	32.5	25.4	20.8	17.7	25.6	1	2	2	2	40.8	32.0	26.1	22.3	32.2
SUNY AGRL TECH C MORRISVL		III	2	2	3	2	30.9	25.5	20.9	18.4	24.5	2	2	2	2	38.9	32.1	26.0	22.7	30.7
SUNY COLLEGE AT BROCKPORT		IIA	1	1	1	3	36.7	29.3	24.3	17.1	29.2	1	1	1*	3	45.7	36.6	30.3	21.0	36.3
SUNY COLLEGE AT BUFFALO		IIA	2	2	2	3	34.7	27.2	22.4	18.2	28.3	1	2	2	2	43.4	34.2	28.1	23.0	35.5
SUNY COLLEGE AT CORTLAND		IIA	2	2	4	5	34.1	27.0	20.9	15.9	27.0	2	2	3	4	42.7	34.0	26.3	19.9	33.9
SUNY COLLEGE AT FREDONIA		IIA	2	2	2	3	34.0	27.9	22.5	18.1	28.5	2	1	2	2	42.5	35.0	28.2	22.6	35.7
SUNY COLLEGE AT GENESEO		IIA	1	1	3	3	36.6	29.1	21.5	18.1	27.8	1	1	2	2	45.6	36.6	27.1	22.6	34.8
SUNY COLLEGE AT NEW PALTZ		IIA	2	2	1		34.0	28.0	23.9	----	29.6	2	1	1*		42.6	35.0	29.8	----	37.0
SUNY COLLEGE OLD WESTBURY		IIB	1*	1*	1	1	38.9	29.2	22.3	20.1	26.0	1*	1*	1*	1*	49.6	37.3	28.4	25.9	33.2
SUNY COLLEGE AT ONEONTA		IIB	1	1	1		34.8	27.7	22.5		28.6	1	1*	1*		43.5	34.7	28.2		35.8
SUNY COLLEGE AT OSWEGO		IIA	2	2	3	2	35.4	27.1	21.5	18.6	27.9	1	2	2	2	44.2	34.1	27.0	23.4	34.9
SUNY COLLEGE PLATTSBURGH		IIA	2	2	2		34.6	28.3	22.2	----	27.9	2	1	2		43.3	35.4	27.9	----	35.0
SUNY COLLEGE AT POTSDAM		IIA	2	2	2	3	34.4	27.7	22.2	17.5	26.9	2	2	2	2	43.0	34.8	27.8	22.1	33.8
SUNY COLLEGE AT PURCHASE		IIB	1*	1	2		36.5	26.5	20.2	----	25.4	1*	1	1		45.4	33.3	25.3	----	31.9
SUNY C OF TECH UTICA-ROME		IIA		2	3		----	28.0	21.2	----	23.4		1	2		----	35.3	26.6	----	29.4
SUNY C ENVRNMTL SCI-FORS		IIA	3	2	2		33.4	27.3	23.2	----	30.3	2	2	1		42.0	34.4	29.2	----	38.1
SUNY EMPIRE STATE COLLEGE		IIB	1	1	1	1	32.4	26.9	21.7	19.0	25.0	1	1	1	1	40.5	33.6	27.1	23.7	31.2
SUNY MARITIME COLLEGE		IIB	1*	2	1		36.6	25.0	21.9		27.8	1*	1	1		45.6	31.6	27.5		34.9
SUNY STATE C OF OPTOMETRY		IIC		1	2		----	32.5	22.4		29.5		1	2		----	39.7	28.0		36.7
SUNY AT ALBANY		I	1	1	1		45.0	32.4	24.7		34.7	1	1*	1		55.4	40.5	30.8		43.0
SUNY AT BINGHAMTON		I	1	1	1		43.2	31.0	23.5		32.7	1	1	2		53.4	38.7	29.3		40.6
SUNY AT BUFFALO		I	1	1	1		45.6	32.1	25.1		35.5	1	1	1		55.8	39.3	30.7		41.7
SUNY AT STONY BROOK		I	1	1	1		45.7	32.4	23.6	----	34.9	1	1*	2		56.3	40.5	29.4	----	43.2
SUFFOLK CO CC SELDEN CAM		III	1*	1	1	2	36.5	27.9	23.1	19.0	31.0	1*	1	1	1	47.3	36.2	30.0	25.4	40.2
SUFFOLK CO CC ESTN CAM		III	1*		2		36.1	----	21.8	----	26.6	1*		1		47.3	----	28.2	----	34.8
SUFFOLK CO CC WSTN CAM		III	1	2	2	1	33.4	25.4	21.8	19.4	25.0	1*	2	1	1	44.0	32.6	27.9	25.5	32.4
SULLIVAN CO CMTY COLLEGE		III	2	2	4		29.4	26.9	18.3	----	25.5	2	1	3		37.4	33.9	23.7	----	32.4
SYRACUSE U MAIN CAMPUS		I	3	4	4	4	37.9	27.5	22.2	17.7	30.7	3	3	3	3	47.9	34.9	27.7	22.2	38.6
UTICA C OF SYRACUSE U		IIB	2	3	3		27.9	22.8	18.3	----	21.8	2	2	3		34.4	28.4	22.3	----	26.9
TAYLOR BUSINESS INSTITUTE		IV				3				19.5	19.5				4				19.5	19.5
TECH CAREER INSTITUTES		IV				4				18.9	18.9				3				23.3	23.3
TOMPKINS-CORTLAND CC		III	4	5	5	4	25.4	19.8	16.8	15.1	19.3	3	4	4	3	33.2	26.2	22.2	19.7	25.3
TROCAIRE COLLEGE		III			5	5			17.2	14.2	15.9			5	5			19.6	16.3	18.1
ULSTER CO CMTY COLLEGE		III	2	2	1	2	30.2	26.1	22.8	18.4	25.3	1	1	1	2	39.4	33.9	29.3	23.2	32.7
UNION COLLEGE		IIA	1	2	3	2	37.4	28.4	21.1	18.6	29.5	1	1	3	2	46.5	35.7	26.1	22.0	36.7
UNION THEOLOGICAL SEM		IIC	4				20.9	----	----		19.5	4				27.9	----	----		26.7
US MERCHANT MARINE ACAD	7	IIC	1*	1*	1*		45.6	35.9	27.9	----	36.1	1*	1*	1		51.6	41.5	32.2	----	41.3
US MILITARY ACADEMY		IIC	1		1		38.7	----	27.2		34.5	1		1		46.3	----	31.7		40.9
UNIVERSITY OF ROCHESTER		I	2	1	2	2	40.3	30.9	23.6	19.5	31.2	2	1	2	2	49.8	38.6	29.0	23.4	38.5
VASSAR COLLEGE		IIB	1*	1	1	1	38.5	28.0	21.8	19.5	28.1	1*	1*	1	1	49.0	35.0	26.7	23.9	35.2
VILLA MARIA COLLEGE BFLO		III				5		----		12.8	14.0				5		----		14.8	16.3
WAGNER COLLEGE		IIA	2	3	5	4	35.0	26.8	19.7	16.6	25.0	2	3	4	4	41.9	32.2	23.7	20.2	30.0
WELLS COLLEGE		IIB	3	3	3		25.8	21.8	18.0	----	22.6	3	3	3		31.3	26.2	21.5	----	27.3
WESTCHESTER CMTY COLLEGE		III	1*	1*	1*	1	43.5	36.7	32.0	20.2	35.1	1*	1*	1*	1	53.1	45.5	39.2	25.3	43.1
THE WOOD SCHOOL		IV				5				15.3	15.3				5				18.0	18.0
NORTH CAROLINA																				
ANSON TECHNICAL COLLEGE		IV				5				13.5	13.5				5				16.5	16.5
APPALACHIAN STATE UNIV		IIA	1*	5	3	3	41.0	23.6	21.8	18.2	30.6	1	5	3	3	46.0	27.6	25.4	21.5	34.9
ASHEVL BUNCOMBE TECH C		IV				4				18.4	18.4				4				22.5	22.5
ATLANTIC CHRISTIAN C		IIB	4	4	4	4	23.5	19.3	17.1	14.5	18.7	4	4	4	4	27.3	22.4	19.6	16.5	21.6
BARBER-SCOTIA COLLEGE		IIC			5	4			15.0	13.9	14.6			5	4			16.5	15.9	16.2
BEAUFORT CO CMTY COLLEGE		IV				5				15.4	15.4				5				18.7	18.7
BELMONT ABBEY COLLEGE	LFO	IIB		5	5		----	18.4	16.0	----	17.2		5	5		----	21.7	17.9	----	19.7
BENNETT COLLEGE		IIB	5	4	5	4	18.9	19.3	11.8	14.4	15.7	5	4	5	5	22.3	21.9	14.0	15.9	18.2
BLADEN TECHNICAL INST		IV				5				13.7	13.7				5				15.9	15.9
BLUE RIDGE TECHNICAL C		IV				4				17.1	17.1				4				20.6	20.6
BRUNSWICK TECH C		IV				5				15.2	15.2				5				18.3	18.3
CALDWELL CC AND TECH INST	1	IV				5				15.2	15.2				5				18.5	18.5
CAPE FEAR TECHNICAL INST		IV				4				17.9	17.9				4				21.6	21.6

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY PR AO AI IN	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC) PR AO AI IN				NUMBER OF FULL-TIME FACULTY MEN PR AO AI IN				WOMEN PR AO AI IN				AVERAGE SALARY BY RANK AND BY SEX MEN PR AO AI IN				WOMEN PR AO AI IN			
18.	75. 30. 1.					19	23	50	26	13	20	32	20	31.2	24.5	20.9	16.7	33.3	27.6	21.7	16.3
25.	ALL 88. 64. 4.					25	27	33	32	6	13	14	19	29.5	24.8	22.1	18.7	28.5	24.2	20.1	17.1
18.	50. 72. 57.	8.9	8.3	8.7	8.0	2	9	5	1		9	30	22		17.7	----			18.1	----	10.8
24.									15				26				13.8				15.1
26.	98. 96. 60. 24.	7.9	8.0	8.3	11.1	66	66	38	9	24	26	47	12	33.7	28.0	23.9	18.4	33.1	27.8	22.0	18.0
13.	86. 86. 41.	9.6	-----	12.3	12.4	3	4	6	1	4	3	16	7	----	----	17.9	----	----	----	18.3	----
27.	ALL 98. 93.					135	71	64	45	49	50	60	54	41.0	33.9	27.2	22.4	40.5	32.9	26.5	21.7
15.	ALL 76. 9.	8.3	8.9	10.1	11.8	9	17	12	3	7	21	21	3	30.1	24.7	21.5	----	30.2	24.8	20.5	----
18.	86. 19.					19	12	13		2	4	7		43.3	----	21.6			----	22.1	
20.						8	11	22	5	1		3	2	----	28.7	----	----	----	----	----	----
20.	63. 52. 8.	9.9	11.0	11.6	12.5	24	56	51	9	3	6	21	20	37.3	----	21.1	18.7		----	19.6	17.3
21.	86. 81. 4.					7	33	16	3		3	8	3	34.3	----	23.9	----		----	20.3	----
17.	73.					14	12	6		1		3		50.5	40.9	----				----	
14.	94. 66.	9.1	10.0	10.6	14.7	415	244	150	33	79	86	81	28	47.0	32.6	26.5	24.5	40.5	30.7	25.6	21.1
29.	ALL 98. 63. 9.	8.5	8.8	9.2	9.5	30	31	16	10	3	12	11	12	----	27.3	21.9	17.7	----	25.0	21.5	17.4
19.	95. 87. 20.	6.7	7.8	7.9	7.9	30	30	31	2	7	22	24	12	29.3	23.5	21.4		25.5	21.8	18.5	15.4
29.	ALL 92. 43.	-----	5.5	9.2	13.7	3	11	9	5		2	5	8	----	----	----	----		----	----	----
30.	ALL ALL 86. 63.					31	47	44	11	9	27	44	5	32.2	27.5	23.2	----	32.4	26.9	21.4	----
23.	ALL 98. 85. 37.	4.7	5.5	8.4	8.4	19	38	18	13	3	12	16	14	----	31.0	25.1	19.2	----	32.4	23.9	15.1
18.	87. 42. 41.	13.8	14.1	15.7	19.8	120	66	80	10	29	31	66	27	37.8	30.8	25.7	19.0	34.5	30.2	25.4	19.8
22.									13				9				21.4				22.6
19.		4.7	5.3	8.2	7.9	12	20	17	10	2	2	5	9	23.2	21.4	----	15.7			----	13.7
22.	ALL 86.	10.9	6.5	6.0	-----	117	54	23	9	1	5	5	5	----	----	----	----	----	----	----	----
23.	89. 69. 15.	10.0	10.0	10.1	-----	58	35	14		5	7	12	1	----	25.3	22.4		----	22.0	18.6	----
19.	95. 80.	11.3	12.1	10.8	-----	161	109	70	2	3	4	12		----	----	26.4		----	----	24.1	
14.									5				8				----				----
19.	93. 84. 29. 3.					87	128	125	34	9	17	41	32	35.5	29.8	25.2	21.3	30.8	27.4	24.8	20.3
24.	ALL 28.	14.1	10.8	9.2	10.1	51	51	80	60		3	17	22	58.0	----	23.4	19.0		----	22.4	20.6
27.	ALL 97. 86.					23	25	19	6	10	14	17	8	30.7	25.9	22.4	16.8	29.2	24.2	20.0	16.0
22.	ALL 97. 25. 63.	8.5	5.2	6.2	8.1	13	13	12	13	10	16	24	25	32.4	27.1	19.8	21.5	33.6	23.8	19.7	16.9
22.	ALL ALL 25. 62.					4	4	4	4	3	5	8	9	----	----	----	----	----	----	----	----
20.	91. 87. 24. 5.					32	50	42	10		3	8	9	29.0	----	19.6	16.4		----	19.5	18.5
21.	89. 67. 21.	8.0	8.8	8.7	-----	17	14	19	1	1	1	9	1	----	----	22.2	----	----	----	20.5	----
17.	ALL 59. 3.					16	27	27	5	1	5	9	2	30.8	----	21.7	----		----	19.8	
11.	ALL 73.					1	3	13	1	7	8	21	11	----	----	16.7	----	----	----	17.1	----
24.	98. 94. 25.	18.2	15.5	15.0	17.2	46	46	29	11	5	4	11	3	----	----	22.6	----	----	----	21.8	----
13.	ALL 78. 33.	-----	10.2	9.8	10.8	2	5	14	6	3	4	7	3	----	----	20.5	----	----	----	19.5	----
21.	72.				14.7				38				20				29.3				26.5
29.	ALL 82. 40.	12.5	8.1	9.2	10.4	6	16	6	2	3	6	4	5	----	23.4	----		----	22.4	----	----
25.	ALL ALL 21.	8.6	10.3	11.3		22	18	52	1	1	2	20		31.7	24.3	20.4				19.6	
21.	93. 92. 13.					44	22	35	2	7	17	21	3	36.3	26.9	21.0	----	33.7	26.0	21.4	----
25.	98. 97. 46. 13.					60	56	40	16	3	6	10	8	----	27.2	22.8	18.3	-	-	25.5	21.3	16.1
26.	ALL 93. 31.					31	22	24	8	8	6	12	4	29.0	24.1	21.4	----	27.9	22.1	19.2	----
26.	ALL 93. 54.					39	21	28		11	6	13		29.5	24.3	21.1		28.8	22.6	19.9	
27.	ALL ALL 50. 7.					30	32	32	10	1	5	8	5	29.6	----	20.5	----		----	19.0	----
26.	ALL 93. 38.					88	62	64	13	13	23	36	14	32.8	26.0	21.3	18.3	30.8	23.9	19.8	17.2
25.	ALL 97. 50. 44.					34	31	32	8	5	6	18	10	----	25.9	21.7	19.1	----	23.6	19.6	17.9
25.	98. 97. 55. 10.					110	117	67	5	12	28	34	25	37.0	29.3	24.8	----	33.6	29.2	23.2	----
25.	99. 98. 29. 4.					165	130	66	15	29	41	48	11	34.7	27.4	23.1	18.6	34.9	26.6	21.4	17.8
26.	ALL 97. 19.					86	69	46	5	11	17	24	12	34.2	27.2	21.2	----	33.2	26.1	20.5	----
25.	89. 89. 6.					42	68	42	6	11	7	10	8	35.3	28.1	22.6	20.0	23.4	25.8	21.9	16.6
25.	ALL 97. 25. 7.					67	67	48	3	7	5	20	11	36.7	----	21.9	----	35.1	----	20.6	----
26.	97. 87. 42.					110	84	39	1	14	24	20	5	34.0	28.4	24.2		33.9	26.4	23.1	----
28.	93. 72. 13.					13	21	26	13	1	15	21	7	38.9	29.4	22.3	20.6		28.9	22.2	19.1
25.	99. 97. 60.					108	80	53	1	14	15	29	1	34.9	27.7	22.6		33.9	27.4	22.3	
25.	93. 90. 25.					109	115	56	17	10	21	27	5	35.5	27.3	21.6	----	33.7	26.0	21.4	----
25.	97. 86. 30.					84	77	52	1	5	23	29	5	----	28.5	22.7		----	27.5	21.3	----
25.	99. 89. 48. 13.					68	65	44	18	4	19	21	12	----	27.7	21.9	18.4	----	27.6	22.9	16.2
25.	ALL 88.					16	30	28	3	4	18	17	1	----	27.6	20.5	----	----	24.8	19.8	
26.	67. 7. 4.					3	20	29	3		2	18		----	28.0	22.0	----			19.9	
26.	98. 83. 13.					63	24	13	1	1		2		----	27.3	----	----	----		----	
25.	75. 74. 16.					12	29	22	3	4	13	15	5	----	27.2	22.2	----	----	26.1	20.9	----
25.	ALL 65. 16.					17	15	18	2	1	2	1		36.6	25.0	21.9					
24.	75. 27. 17.					3	15	9			1	3		----	----	----			----	----	
24.	98. 96. 14.					222	203	114		8	32	40		45.2	32.6	25.3		41.1	31.3	23.1	
24.	99. 96. 10.					150	127	81	1	10	29	44	2	43.5	31.4	23.9		39.1	29.1	22.8	
23.	ALL 95. 5.					331	225	118	1	16	48	34	1	45.9	32.7	25.7		40.0	29.4	22.9	
24.	98. 97. 6.					242	155	121		14	28	33	4	46.0	32.9	24.0		41.9	29.5	21.9	----
30.	ALL 98. 50.					108	59	22	6	30	47	12	8	37.0	28.8	22.9	19.8	34.5	26.8	23.5	18.5
31.	ALL 80. 33.					8	4	6	3	2	1	6	1	36.1	----	22.2	----			21.4	
30.	ALL ALL 50. 9.					11	15	12	5	3	9	8	6	----	24.9	21.4	----	----	26.2	22.3	----
27.	96. 95. 62. 17.					20	16	10	2	5	5	3	4	----	----	----		----	----	----	----
26.	95. 73. 19. 17.	9.9	11.0	11.7	10.4	373	208	125	11	24	61	68	7	38.2	28.0	22.8	18.5	33.7	25.9	21.1	16.6
23.	ALL 92. 16. 25.	10.0	10.1	10.6	-----	18	32	17	2	1	7	20	2	----	23.1	18.9	----	----	21.4	17.8	----
	70.								24				19				18.5				20.8
23.									34				3				----				----
31.	ALL ALL 69.					10	8	9	7	4	6	7	6	----	20.7	17.4	15.5	----	18.5	16.0	14.8
14.						1	1	3		2	1	14	14			----				----	14.2
30.	97. 96. 85. 12.	6.6	8.0	9.4	11.1	26	19	17	9	4	6	3	8	----	26.5	----	18.2	----	24.7	----	18.7
24.	87. 53.	13.3	14.1	12.7	11.0	52	54	19	7	1	4	13	1	----	----	22.2	----	----	----	19.6	----
37.	ALL 25.	18.8	-----	-----		14	3	3		3	1	2		----	----	----		----			
14.	71. 72. 32. ALL					24	25	22	2			3		45.6	35.9	----	----			----	
19.	30. ALL ALL ALL					19	4	10	2	1	1	1	2	38.7	----	27.2					
24.	95. 68.					200	116	96	5	8	24	55	53	40.5	31.2	24.5	----	37.2	29.3	22.0	----
25.	ALL 92.	10.1	10.5	14.4	15.0	44	23	43	7	17	16	37	3	39.0	28.2	22.0	----	37.1	27.9	21.6	----
16.							1	2	7		4	1	12				13.3		----		12.5
20.	ALL 88. 29.	6.5	6.9	7.5	8.6	17	14	14	5	3	10	7	11	----	25.3	19.7	----	----	28.8	19.7	----
20.	ALL 75. 31.	10.0	10.4	11.7	-----	14	8	5		3	12	8	2	----	22.9	----		----	21.1	----	----
23.	ALL ALL 79.	3.6	2.5	3.3	11.1	25	45	41	1	6	17	29	9	43.6	37.7	32.3	----	42.9	34.2	31.7	----
17.													12								15.3
22.									12				4				----				----
14.	97. 58. 17.		.1		.2	190	86	71	23	23	37	31	10	42.6	24.0	22.2	18.2	26.9	22.8	20.9	18.2
22.									45				35				19.5				17.0
15.	81. 64. 3.	5.7	7.1	11.3	9.1	20	19	14	1	1	6	21	6	----	19.5	16.9	----	----	18.6	17.2	----
11.						1	1	6	3		2	4	4			----	----			----	----
21.									22				20				16.2				14.6
14.	67. 60. 20.	-----	6.3	6.8	-----	2	9	9	2	1		6	1	----	18.4	16.2	----	----		15.7	----
16.	42. 30. 13.	5.0	5.0	5.0	5.0	4	4	4	4	8	6	11	6	----	----	----	----	----	----	----	----
16.									11				10				13.7				13.6
21.					.5				23				12				17.8				15.8
20.									4				6				----				----
22.									32				20				15.8				14.2
21.									54				19				18.7				15.6

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
NORTH CAROLINA (CONTD)																				
CARTERET TECHNICAL INST	1	IV				5				15.3	15.3				5				18.6	18.6
CATAWBA COLLEGE		IIB	4	5	4	5	22.6	18.0	16.5	13.6	18.9	4	5	4	5	27.2	21.5	19.2	15.8	22.5
CATAWBA VALLEY TECH C		IV				4				17.7	17.7				4				21.5	21.5
CEN CAROLINA TECH C		IV				4				16.2	16.2				4				19.7	19.7
CEN PIEDMONT CMTY COLLEGE		IV				3				21.1	21.1				3				25.5	25.5
CHOWAN COLLEGE		IV				4				17.7	17.7				4				21.7	21.7
CLEVELAND TECH COLLEGE		IV				4				16.1	16.1				4				19.6	19.6
COASTAL CAROLINA CC		IV				4				16.2	16.2				4				19.6	19.6
COLLEGE OF THE ALBEMARLE		III		5	5	5	----	17.9	14.8	12.8	15.4		5	5	5	----	21.7	18.0	15.7	18.7
CRAVEN COMMUNITY COLLEGE		IV				5				15.7	15.9				4				19.3	19.3
DAVIDSON COLLEGE		IIB	1	1	1	1	35.5	28.3	21.8	18.1	27.9	1	1*	1	1	44.1	35.4	26.5	21.3	34.5
DAVIDSON CO CMTY COLLEGE		IV				3				19.2	19.2				3				23.3	23.3
DUKE UNIVERSITY		I	2	2	1	1	42.2	30.3	24.9	20.5	35.2	1	1	2	2	52.2	37.4	29.3	23.8	43.2
DURHAM TECHNICAL INST		IV				4				17.1	17.1				4				21.1	21.1
EAST CAROLINA UNIVERSITY	27	IIA	3	3	3	3	31.8	26.1	21.2	17.8	25.4	3	3	3	3	37.4	30.8	25.0	21.2	29.9
EDGECOMBE TECH COLLEGE		IV				5				13.8	13.8				5				17.0	17.0
ELIZABETH CITY STATE UNIV		IIB	2	2	1	1	29.1	23.7	21.9	19.4	24.4	2	2	1	1	34.5	28.2	26.2	23.3	29.1
ELON COLLEGE		IIB	3	3	3	3	24.8	21.3	18.5	16.1	20.3	3	3	3	3	29.3	25.2	21.8	19.0	23.9
FAYETTEVILLE STATE UNIV		IIB	1	1	1	1	31.3	26.0	21.3	19.0	23.5	2	1	1	1	36.9	30.9	25.5	22.7	28.0
FAYETTEVILLE TECH INST		IV				4				18.1	18.1				4				22.1	22.1
FORSYTH TECHNICAL INST		IV				4				18.5	18.5				4				22.3	22.3
GARDNER-WEBB COLLEGE	PNA	IIB																		
GASTON COLLEGE		IV				4				16.7	16.7				4				20.2	20.2
GREENSBORO COLLEGE		IIB	4	4	4		22.4	20.1	17.5	----	19.3	4	4	4		26.1	23.5	20.4	----	22.4
GUILFORD COLLEGE		IIB	2	3	3		28.7	22.8	18.4		23.4	2	3	3		33.3	26.8	21.9		27.4
GUILFORD TECHNICAL INST		IV				4				16.8	16.8				4				20.4	20.4
HALIFAX CMTY COLLEGE		IV				5				15.7	15.7				4				19.1	19.1
HAYWOOD TECHNICAL COLLEGE		IV				5				15.4	15.4				5				18.8	18.8
HIGH POINT COLLEGE		IIB	4	4	4	4	23.2	19.4	17.2	14.2	18.4	4	4	4	5	27.4	23.2	20.1	15.9	21.5
ISOTHERMAL CMTY COLLEGE		IV				4				17.3	17.3				4				20.9	20.9
JAMES SPRUNT TECH COLLEGE		IV				5				15.1	15.1				5				18.3	18.3
JOHNSN C SMITH UNIVERSITY		IIB	4	4	4	4	22.3	20.1	17.8	15.2	18.1	5	4	4	4	24.9	22.9	20.2	17.3	20.6
JOHNSTON TECHNICAL C		IV				5				15.3	15.3				5				18.7	18.7
LEES-MCRAE COLLEGE		IV				5				16.0	16.0				5				18.3	18.3
LENOIR CMTY COLLEGE		IV				5				15.9	15.9				4				19.4	19.4
LENOIR-RHYNE COLLEGE		IIB	4	4	4		22.7	19.0	16.5	----	19.5	4	4	4		26.5	22.1	19.2	----	22.7
LIVINGSTONE COLLEGE		IIB		5	5	5		17.2	14.3	12.8	14.7		5	5	5		19.0	15.8	13.9	16.1
LOUISBURG COLLEGE		III	5			5	19.5	----		14.0	17.8	5			5	23.0	----		16.6	21.0
MCDOWELL TECHNICAL INST		IV				5				15.1	15.1				5				18.4	18.4
MARS HILL COLLEGE	4	IIB	4	3	3	3	24.0	21.2	18.6	15.8	21.2	4	4	3	3	27.2	23.9	21.0	17.8	23.9
MARTIN COMMUNITY COLLEGE		IV				5				15.5	15.5				5				18.6	18.6
MAYLAND TECHNICAL C		IV				5				15.3	15.3				5				18.6	18.6
MEREDITH COLLEGE		IIB	3	3	4	3	25.9	21.4	17.8	16.5	19.5	3	3	4	3	29.6	24.8	20.3	18.7	22.3
METHODIST COLLEGE		IIB	5	5	5		18.9	16.8	15.8	----	16.6	5	5	5		21.6	19.3	18.0	----	19.0
MITCHELL CMTY COLLEGE		IV				5				15.3	15.3				5				18.7	18.7
MONTGOMERY TECH INSTITUTE		IV				5				13.9	13.9				5				17.0	17.0
MONTREAT-ANDERSON COLLEGE		IV				4				16.3	16.3				4				19.5	19.5
MOUNT OLIVE COLLEGE		IV				4				17.3	17.3				5				18.7	18.7
NASH TECHNICAL INSTITUTE		IV				4				17.0	17.0				4				20.4	20.4
N C A/T STATE UNIV		IIA	4	3	3	3	30.3	26.0	21.5	18.2	24.2	4	3	3	3	35.7	30.7	25.5	21.8	28.6
NORTH CAROLINA CENTRAL UNIV		IIA	3	3	3	3	31.4	25.7	22.0	19.3	24.7	3	3	3	2	36.7	30.3	26.2	23.1	29.2
NORTH CAROLINA SCH ARTS		IIC				1				21.4	21.4				1				25.4	25.4
NORTH CAROLINA STATE UNIV		I	3	3	2	2	38.0	28.2	23.7	20.0	28.9	3	4	3	2	44.3	32.9	27.6	23.7	33.7
NC WESLEYAN COLLEGE	1	IIB	4	4	5		22.5	19.3	16.2		18.2	5	4	5		25.5	22.0	18.2		20.6
PAMLICO TECHNICAL C		IV				5				14.3	14.3				5				17.4	17.4
PEACE COLLEGE		IV				4				18.7	18.7				4				21.4	21.4
PEMBROKE STATE UNIV		IIB	2	1	1	2	30.5	26.0	21.5	17.7	23.5	2	1	1	2	36.0	30.8	25.5	21.0	27.8
PFEIFFER COLLEGE		IIB	5	5	5		19.7	16.2	16.0		17.3	5	5	5		24.0	19.8	18.6		20.9
PIEDMONT BIBLE COLLEGE		IV				5				11.7	11.7				5				13.4	13.4
PIEDMONT TECHNICAL C		IV				5				14.0	14.0				5				17.1	17.1
PITT CMTY COLLEGE		IV				4				16.6	16.6				4				19.7	19.7
QUEENS COLLEGE		IIB	4	3	5		23.2	21.2	16.1	----	18.3	4	3	5		27.2	24.7	18.6	----	21.3
RANDOLPH TECHNICAL C		IV				5				15.5	15.5				5				18.9	18.9
RICHMOND TECHNICAL C		IV				4				18.4	18.4				3				22.5	22.5
ROANOKE BIBLE COLLEGE		IIC					----	----			12.1					----	----			13.7
ROANOKE-CHOWAN TECH C		IV				5				15.8	15.8				5				19.0	19.0
ROBESON TECHNICAL C		IV				4				17.5	17.5				4				21.2	21.2
ROCKINGHAM CMTY COLLEGE	1	IV				4				17.4	17.4				4				21.0	21.0
ROWAN TECHNICAL COLLEGE		IV				4				18.6	18.6				3				22.7	22.7
RUTLEDGE C-FAYETTEVILLE		IV				5				8.3	8.3				5				9.5	9.5
RUTLEDGE C CHARLOTTE		IV								----	----								----	----
RUTLEDGE C WINSTON-SALEM		IV								----	----								----	----
SACRED HEART COLLEGE		IIB			5		----	----	14.7	----	15.2			5		----	----	16.3	----	16.9
SNT ANDREWS PRESB COLLEGE		IIB	3	3	2	3	25.5	22.1	19.9	15.8	21.2	3	3	2	4	29.6	25.9	22.9	17.7	24.6
SAINT AUGUSTINES COLLEGE		IIB	5	5	5	5	19.4	18.4	15.7	12.3	15.5	5	5	5	5	21.6	20.2	17.1	13.6	17.1
SAINT MARY'S COLLEGE		III		5	5	5		20.4	16.2	13.4	15.9		5	5	5		23.3	18.1	14.9	17.9
SALEM COLLEGE		IIB	3	4	3		25.0	20.8	18.6	----	21.8	4	4	3		29.0	24.3	21.7	----	25.3
SAMPSON TECHNICAL C		IV				5				14.4	14.4				5				17.6	17.6
SANDHILLS CMTY COLLEGE		IV				4				17.9	17.9				4				21.7	21.7
SHAW UNIVERSITY		IIB	5	5	4	5	20.9	18.8	17.0	13.3	17.3	5	5	4	5	23.0	20.7	18.8	14.8	19.2
STHESTN BAPTIST THEOL SEM		IIC	3				25.4	----			24.5	3				31.2	----			30.1
SOUTHEASTERN CMTY COLLEGE		IV				5				14.9	14.9				5				17.8	17.8
SOUTHWESTERN TECH C		IV				5				16.1	16.1				4				19.6	19.6
STANLY TECHNICAL C		IV				5				15.7	15.7				5				18.8	18.8
SURRY COMMUNITY COLLEGE		IV				5				15.9	15.9				4				19.5	19.5
TECH C OF ALAMANCE		IV				4				17.9	17.9				4				21.7	21.7
TRI-COUNTY COMMUNITY C		IV				5				14.0	14.0				5				17.0	17.0
UNIV OF N C ASHEVILLE		IIB	2	2	1		30.2	24.4	21.4	----	23.7	2	2	1		35.9	28.7	24.9	----	27.8
UNIV OF N C CHAPEL HILL		I	2	2	3	1	40.6	29.3	25.1	22.3	32.3	3	3	4	1	46.9	34.1	26.8	26.0	37.5
UNIV OF N C CHARLOTTE		IIA	3	3	3		32.1	26.1	21.4	----	26.3	3	3	4		37.5	30.5	24.9	----	28.3
UNIV OF N C GREESBORO		I	3	4	4	3	38.0	27.4	22.0	18.1	27.2	4	4	5	4	44.1	31.9	25.8	21.4	31.8
UNIV OF N C WILMINGTON		IIB	2	2	1	2	30.8	25.0	21.2	17.8	22.7	2	2	1	2	36.3	29.5	25.1	21.2	26.8
VANCE-GRANVL CMTY COLLEGE		IV				5				16.0	16.0				4				19.1	19.1
WAKE FOREST UNIVERSITY		IIA	1	1	2	5	36.3	29.1	22.4	15.7	29.2	2	1	3	5	43.1	34.9	26.4	17.8	34.5
WAKE TECHN'CAL COLLEGE		IV				4				16.5	16.5				4				20.0	20.0
WAYNE COMMUNITY COLLEGE		IV				4				16.9	16.9				4				20.5	20.5
WESTERN CAROLINA UNIV		IIA	4	4	3	4	30.3	25.3	21.4	16.8	24.7	4	4	3	4	35.6	29.9	25.3	19.8	29.1
WESTERN PIEDMONT CC		IV				4				16.2	16.2				4				19.4	19.4
WILKES COMMUNITY COLLEGE		IV				4				17.6	17.6				4				21.4	21.4
WILSON CO TECHNICAL INST		IV				4				16.3	16.3				4				19.5	19.5
WINGATE COLLEGE		IIB	3	4	3	2	25.1	20.4	18.2	17.8	19.7	4	4	3	2	28.7	23.8	21.4	20.2	23.0
WINSTON-SALEM STATE UNIV		IIB	2	2	1	2	28.0	24.5	20.9	16.8	22.2	2	2	1	2	32.6	29.0	25.0	20.2	26.3
NORTH DAKOTA																				
BISMARCK JUNIOR COLLEGE		IV				2				24.2	24.2				2				29.2	29.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.								5.4				15				16				15.5				15.1
19.	96.	85.	38.		10.5	10.5	10.2	9.6	23	11	7	5	3	2	6	2	----	----	16.1	----	----	----	16.9	----
21.												51				25				18.5				16.1
22.												46				29				16.6				15.5
21.				65.								123				104				22.1				20.0
23.				78.								37				18				18.0				17.0
22.												39				19				16.1				16.2
21.												49				38				17.0				15.2
22.	ALL	92.	15.						5	8	8	8	1	5	5	11	----	----	----	12.7		----	----	12.9
22.												25				12				16.1				15.3
24.	ALL	97.	21.		9.6	11.2	15.1	13.8	29	39	29	6					35.5	28.3	21.8	18.1				
21.												46				30				19.6				18.7
23.	ALL	89.	8.		10.6	11.2	11.8	-----	266	127	78	5	8	22	30	1	42.2	30.5	24.9	----	42.6	29.2	24.8	----
23.												45				30				17.3				16.9
18.	98.	84.	37.	5.	.1	.2	.1		164	124	89	4	30	47	86	17	32.2	26.4	21.4	----	29.7	25.3	21.1	----
23.												20				25				13.6				14.0
19.	93.	24.	41.	11.		.5			20	16	16	6	8	5	11	3	28.9	----	22.2	----	29.6	----	21.5	----
18.	93.	90.	31.		5.9	10.2	8.6	8.4	14	25	19	5	1	5	17	4	24.8	----	19.1	----		----	17.9	----
19.	90.	48.	29.	42.					16	33	37	8	4	7	21	4	----	25.9	20.9	----	----	26.6	22.0	----
23.								5.2				93				77				19.0				16.9
21.												50				47				19.0				17.9
21.												60				34				17.3				15.6
16.	ALL	91.	70.		2.5	2.5	2.5	-----	9	10	5		1	1	5	5	22.4	20.1	----				----	----
17.	96.	83.	20.		10.1	8.5	1.8		23	22	10		3	7	15	1	----	23.2	18.8		----	21.6	18.1	
22.												65				51				17.6				15.7
22.												16				25				16.2				15.5
22.												45				26				15.5				15.2
17.	91.	77.	35.		7.7	8.7	10.2	10.4	10	11	15	4		2	5	5	23.2	----	----	----		----	----	----
21.								2.6				25				18				18.3				15.9
21.											1	24				21				15.0				15.1
13.	29.	14.	10.		4.0	4.8	4.2	4.5	7	15	15	11		6	5	11	22.3	20.0	----	16.1		20.6	----	14.3
22.												61				28				15.6				14.8
15.				27.				9.9				17				17				17.2				14.7
22.				21.								41				23				16.5				15.1
17.	89.	93.	29.						22	18	10		6	10	7	5	22.8	19.2	16.4		22.3	18.6	16.5	----
10.	33.	9.	6.						2	5	11	5	1	6	6	6		----	14.3	----		----	14.3	----
18.	ALL	ALL	33.	33.					14	3	2	1	5		1	8	----	----			----			14.0
22.								4.2				16				11				15.2				14.9
13.	ALL	95.	38.		17.8	17.0	17.8	17.7	24	24	10	1	6	13	11	6	24.4	21.4	19.3		22.4	20.4	18.1	15.8
20.												18				11				15.5				15.4
22.												18				7				15.1				15.8
14.	85.	86.	20.		8.0	9.1	9.3	9.1	6	9	15	4	7	5	20	13	25.9	----	18.1	----	25.9	----	17.5	----
14.	ALL	56.	45.						6	9	7	1	1	9	4	3	----	17.1	----	----	----	16.6	----	----
22.												25				24				15.9				14.8
22.								4.4				20				6				13.9				13.7
20.				36.				10.5				14				6				16.7				15.6
8.				10.								8				13				18.0				16.8
20.								2.6				21				12				17.6				16.0
18.	90.	70.	41.	19.	.1			.5	57	50	70	15	13	19	48	17	30.4	26.0	22.0	19.5	30.2	26.0	20.8	17.1
18.	93.	48.	39.	40.	.2			1.8	31	57	45	4	10	29	40	11	31.8	26.0	22.3	----	30.3	25.1	21.7	----
18.				1.				.1				47				34				22.6				19.8
17.	ALL	80.	15.		.1		.1	.4	292	232	168	10		27	67	7	38.0	28.4	24.1	20.0		26.1	22.6	20.1
13.	86.	44.	16.						7	8	13	1		1	6	2	22.5	19.3	16.7				15.2	
22.												4				3				----				----
14.				48.								9				16				20.7				17.7
19.	96.	85.	28.						22	28	23	10	1	6	9	2	----	26.1	21.3	----	----	25.3	21.9	----
21.	ALL	95.	20.		5.3	5.3	5.3	-----	12	14	5	2	3	6	5	2	----	16.2	----		----	16.0	----	
15.												14								11.7				
22.												16				13				14.2				13.8
18.												40				46				17.7				15.7
16.	91.	56.	9.		5.0	5.0	6.1	-----	8	6	10	1	3	3	13	5	----	----	16.6		----	----	15.8	----
22.												24				13				16.2				14.2
22.												16				18				18.9				18.0
13.									3	3	1		1				----	----						
20.												12				17				15.6				16.0
21.												24				21				17.5				17.4
21.												29				20				17.2				17.7
22.								1.5				33				21				19.0				17.9
14.												5				4				----				----
---												1				4				----				----
---																3								----
11.							7.2		1	1	5			3	2	8	1	----	----	----		----	----	----	----
16.	92.	80.	25.		7.5	7.2	8.6	-----	12	16	11	5			4	5	3	25.5	----	----	----		----	----	----
10.	22.	40.	16.						7	10	13	13	2	5	6	12	----	----	16.1	12.0	----	----	14.7	12.6
13.	ALL	89.	18.	7.					1	2	5	5	2	7	6	9			----	----		20.4	----	----
16	95.	86.	36.		8.5	9.3	10.4		10	16	5		9	6	6	1	25.2	21.0	----		24.8	20.4	----	----
22.												16				17				15.0				13.9
21.												48				33				18.9				16.4
11.	67.	42.	11.						7	11	12	5	2	8	6	6	20.9	19.5	17.8	----		17.6	15.4	----
23.	93.	60.		ALL					28	5		1					25.4	----						
19.												33				27				15.2				14.6
22.												25				23				16.4				15.7
20.												15				14				16.6				14.7
23.				64.								39				19				16.6				14.3
21.												29				20				18.3				17.2
21.												21				10				13.9				14.2
18.	ALL	74.	3.						15	26	14	1		1	16		30.2	----	21.7	----		----	21.0	
16.	98.	85.	8.		.1	.4			457	207	153	11	27	68	75	7	40.8	29.9	23.5	23.8	35.8	27.5	22.2	20.0
17.	91.	87.	17.						67	132	97		13	26	48	3	32.3	26.5	21.8		30.9	24.3	20.4	----
17.	ALL	93.	30.						108	112	78	23	26	52	65	27	38.3	27.3	21.9	18.7	37.0	27.5	22.2	17.7
18.	ALL	83.	25.						37	47	80	1	2	11	28	6	----	25.0	21.1	----	----	24.9	21.7	----
19.												23				22				16.7				15.3
19.	ALL	78.	23.		8.8	8.5	9.9	8.5	90	61	27	13	6	8	13	8	36.0	29.5	22.7	15.7	40.6	26.5	21.8	15.7
22.												64				46				17.1				15.5
21.								4.4				56				45				18.0				15.6
18.	96.	82.	42.		.2		.2		67	88	56	20	8	25	28	6	30.4	25.5	21.4	16.6	29.5	24.8	21.3	17.6
20.				59.								25				19				17.3				14.7
21.												36				25				18.2				16.9
19.								.1				28				16				17.0				15.2
16.									9	14	20	6	1	2	12	2	----	----	18.5	----	----	----	17.7	----
19.	97.	39.	21.		-1.4	-.9		.2	18	21	21	13	12	10	21	22	28.6	24.9	21.4	17.5	27.2	23.7	20.4	16.4
21.												67				18				24.8				21.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AD	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AD	AI	IM	AR
NORTH DAKOTA (CONTD)																				
DICKINSON STATE COLLEGE		IIB	3	2	1	1	27.3	25.0	22.0	19.4	23.9	3	2	1	1	31.8	29.0	26.0	23.2	27.9
JAMESTOWN COLLEGE		IIB		1	2	2	----	26.6	19.9	17.4	21.8		1	2	2	----	30.6	23.1	19.4	25.1
LAKE REGION CMTY COLLEGE		IV				4				18.4	18.4				4				22.1	22.1
MAYVILLE STATE COLLEGE		IIB	2	1	2		30.3	26.0	20.7		25.2	2	2	2		35.1	30.5	24.3		29.4
MINOT STATE COLLEGE		IIB	2	2	1	1	29.8	25.0	22.6	20.0	24.8	2	2	1	1	34.9	29.6	26.8	23.9	29.4
ND STATE SCHOOL SCIENCE		IV				2				24.1	24.1				2				28.5	28.5
ND STATE U BOTTINEAU		IV				2				23.7	23.7				2				28.0	28.0
NORTHWEST BIBLE COLLEGE		IIC								----	----								----	----
STANDING ROCK CC		IV				4				18.3	18.3				4				21.9	21.9
TRINITY BIBLE INSTITUTE		IV				5				13.3	13.3				5				15.3	15.3
U OF ND MAIN CAMPUS		I	5	4	4	2	33.1	27.2	22.4	19.5	26.8	5	4	4	3	38.5	31.6	25.9	22.4	31.2
U OF ND WILLISTON BRANCH		IV				3				20.0	20.0				3				23.4	23.4
VALLEY CITY STATE COLLEGE		IIB	2	1	1*	1*	30.1	25.9	23.5	20.4	25.3	2	2	1	1	34.6	30.2	27.1	23.3	29.2
OHIO																				
AIR FORCE INST TECHNOLOGY	28	IIC	1	2	1*		39.3	25.5	28.9	----	32.1	1	2	1*		45.3	29.6	33.4	----	37.1
ANTIOCH UNIVERSITY		IIA	5	5	5		26.1	19.5	15.7		22.6	4	5	5		35.6	24.3	19.3		29.9
ART ACADEMY OF CINCINNATI		IIC				2				18.1	18.1				2				21.0	21.0
ASHLAND COLLEGE		IIA	5	4	5	4	26.9	24.2	17.4	16.4	22.7	5	4	5	4	31.7	28.6	20.8	19.3	26.8
BALDWIN-WALLACE COLLEGE		IIB	2	2	2		28.1	25.1	20.1		24.6	2	2	2		33.4	27.7	24.3		29.4
BELMONT TECHNICAL COLLEGE		III				2			----	17.6	18.0				3			----	21.2	21.7
BLUFFTON COLLEGE		IIB	5	5	5		20.9	17.3	15.4	----	17.9	5	5	5		24.7	20.1	17.9	----	20.9
BOWLING GREEN STATE U MAIN		I	4	3	4	3	36.2	28.3	22.4	18.0	28.5	4	4	4	4	42.3	33.3	26.6	21.5	33.5
BOWLING GRN ST U FIRELDS		III		2	3	3		26.9	20.0	17.2	21.5		2	3	3		31.7	23.7	20.5	25.5
CAPITAL UNIVERSITY		IIB	2	4	4		27.6	19.4	17.8	----	22.7	2	4	3		35.1	24.1	21.7	----	28.4
CASE WESTERN RESERVE U		I	3	2	2	2	40.2	29.5	23.7	19.6	31.2	2	2	3	2	48.9	36.1	28.5	22.8	37.9
CEDARVILLE COLLEGE		IIB	3	3	3		25.3	21.4	19.2	----	21.0	4	3	3		29.0	24.6	22.1	----	24.1
CENTRAL OHIO TECHNICAL C		IV				3				20.2	20.2				3				25.0	25.0
CINCINNATI BIBLE SEMINARY		IIC	4				22.9	----		----	20.8	4				26.7	----		----	24.0
CINCINNATI TECH COLLEGE		IV				2				23.8	23.8				2				29.8	29.8
CIRCLEVILLE BIBLE COLLEGE		IIC	5				10.4		----		10.5	5				12.3		----		12.3
CLARK TECHNICAL COLLEGE		III		3	2	2		23.6	21.4	17.9	20.7		3	2	2		28.7	26.3	23.1	25.8
CLEVELAND INST OF ART		IIC	3	3			26.7	23.0	----		23.9	3	3			30.2	26.4	----		27.0
CLEVELAND ST UNIVERSITY		IIA	1*	1	1	1	40.2	29.7	24.6	20.0	31.2	1*	1	1*	1	47.8	35.8	30.0	24.7	37.5
C MT SNT JOS-ON-THE-OHIO		IIB	4	4	4	4	22.3	20.8	16.9	14.7	18.7	4	4	4	4	26.3	24.5	19.9	16.8	21.9
U OF STEUBENVILLE	LFO	IIB	4	4	4		24.8	19.7	17.1		19.4	3	4	4		31.0	23.8	20.3		23.6
COLLEGE OF WOOSTER		IIB	2	2	2	3	29.7	23.7	19.6	16.5	24.9	1	2	2	3	38.3	29.4	23.1	18.8	31.1
COLUMBUS C ART AND DESIGN		IIC		4	4	4	----	19.9	17.5	14.6	17.9		4	4	4	----	24.0	20.8	17.0	21.4
COLUMBUS TECHNICAL INST		IV				3				20.4	20.4				3				24.0	24.0
CUYAHOGA CC DISTRICT		IV				1				30.5	30.5				1*				39.4	39.4
DEFIANCE COLLEGE		IIB	5	5	4		21.1	18.6	17.4	----	18.7	5	4	4		25.0	22.0	20.0	----	21.8
DENISON UNIVERSITY		IIB	1	1	2	2	31.5	26.4	20.1	17.6	26.1	1	1	2	2	41.8	34.1	24.3	21.1	33.5
DYKE COLLEGE		IIC			4	4			16.0	13.7	14.7			4	4			18.7	16.1	17.3
EDISON STATE CMTY COLLEGE		III			3	2		----	20.1	18.8	19.7			3	2		----	23.7	22.2	23.3
FINDLAY COLLEGE		IIB	3	3	3	3	25.7	21.4	18.7	16.1	20.2	3	3	3	3	31.0	25.7	22.0	18.6	23.9
FRANKLIN UNIVERSITY		IV				3				22.3	22.3				3				26.2	26.2
HEBREW UNION COLLEGE	29	IIC	1	2			37.9	25.8	----		33.5	1	2			46.6	33.0	----		41.7
HEIDELBERG COLLEGE		IIB	4	5	4		24.5	18.8	17.3	----	20.3	3	4	4		29.4	22.0	20.6	----	24.1
HIRAM COLLEGE		IIB	2	3	3		27.7	22.2	18.6	----	22.4	2	3	2		34.1	27.0	22.8	----	27.4
HOCKING TECHNICAL COLLEGE		IV				3				19.5	19.5				3				22.9	22.9
JOHN CARROLL UNIVERSITY	LFO	IIA	4	4	4	1	30.1	25.3	20.6	19.8	26.2	4	4	4	1	35.4	30.1	24.8	24.3	31.1
KENT STATE UNIV MAIN		I	4	4	4	3	34.7	26.6	22.3	17.8	27.9	4	4	4	3	40.8	31.6	26.7	21.5	33.1
KENT ST ASHTABULA REG CAM		III			2			----	21.5	----	21.6			2			----	25.6	----	25.6
KENT ST E LIVERPL REG CAM		III			4				19.3		19.3			4				23.0		23.0
KENT ST U SALEM REG CAM		III						----	----		24.4						----	----		28.8
KENT ST STARK CO REG CAM		III		2	1			25.8	22.8	----	24.0		2	2			30.5	27.1	----	28.5
KENT ST TRUMBULL REG CAM		III		2	3			25.0	20.8	----	22.8		3	3			29.6	24.8	----	27.0
KENT ST TUSCARAWS REG CAM		III		2	2			24.8	21.5	----	21.6		3	2			29.3	25.5	----	25.7
KENYON COLLEGE		IIB	1*	1*	1		38.1	28.3	22.0	----	28.6	1*	1*	1		45.6	35.2	26.2	----	34.7
KETTERING C MEDICAL ARTS		III			5	4		----	17.3	16.1	17.2			5	4		----	19.4	18.1	19.3
LAKELAND CMTY COLLEGE		IV				1				27.8	27.8				1				33.9	33.9
LIMA TECHNICAL COLLEGE		III			1	2		----	22.9	18.9	21.2			2	2		----	27.4	22.9	25.5
LORAIN CO CMTY COLLEGE		III		1	1	1	----	30.4	23.8	19.2	25.4		1	1	2	----	36.4	28.9	23.6	30.6
LOURDES COLLEGE		III				5			----	14.8	15.5				4			----	17.8	18.2
MALONE COLLEGE		IIB	5	5	5		21.2	17.0	14.3	----	17.9	5	5	5		25.0	20.3	17.2	----	21.4
MARIETTA COLLEGE		IIB	3	3	2	2	26.6	22.2	20.0	17.1	23.1	3	3	2	2	31.2	25.9	23.1	19.6	27.0
MARION TECHNICAL COLLEGE		IV				3				21.7	21.7				3				26.0	26.0
METHODIST THEOL SCH OHIO		IIC	4				23.6				23.6	4				27.3				27.3
MIAMI-JACOBS JC BUSINESS		IV				5				9.2	9.2				5				10.4	10.4
MIAMI U HAMILTON CAMPUS		III		2	4	1	----	25.4	19.8	19.7	22.8		2	3	1	----	31.0	24.2	24.4	27.9
MIAMI U MIDDLETOWN CAMPUS		III		2	2	1*		25.1	21.1	22.3	22.6		2	2	1		30.7	25.9	27.0	27.6
MIAMI UNIV OXFORD CAM		I	4	4	4	2	36.1	27.1	21.9	19.4	27.3	4	4	4	2	43.3	32.8	26.8	23.8	33.1
MICHAEL J OWENS TECH C		III	4	4	4	3	25.7	22.3	19.7	17.4	19.7	3	3	3	2	31.4	27.3	24.3	21.6	24.3
MOUNT UNION COLLEGE		IIB	2	2	2	3	28.6	23.1	19.5	16.5	23.0	2	2	2	2	36.0	28.2	22.8	19.5	28.1
MOUNT VERNON NAZARENE C		IIB	4	4	4	4	22.3	19.1	17.1	14.8	17.9	4	4	4	4	27.0	22.9	20.1	16.8	21.1
MUSKINGUM AREA TECH C		III		4	4			21.3	19.7	----	19.9		4	3			25.8	23.8	----	24.0
MUSKINGUM COLLEGE		IIB	2	2	2	3	30.1	23.7	19.8	15.8	24.1	2	2	2	3	36.2	28.7	23.7	18.1	28.9
NORTH CEN TECH COLLEGE		III		4	4	3		21.2	19.0	16.4	19.1		4	3	3		25.9	23.2	20.2	23.4
NORTHWEST TECH COLLEGE		IV				4				18.6	18.6				3				22.9	22.9
NOTRE DAME COLLEGE	LFO	IIB				5	----	----	----	13.8	17.6				5	----	----	----	16.0	20.6
OBERLIN COLLEGE		IIB	1*	1	2	2	36.8	27.4	20.9	17.9	29.5	1*	1*	1	1	48.6	34.9	25.8	22.0	38.1
OHIO C PODIATRIC MEDICINE		IIC		1	1			28.8	24.3		26.8		1	1			34.4	28.9		32.0
OHIO DOMINICAN COLLEGE		IIB	4	4	4		22.5	19.3	16.4	----	17.7	5	4	4		25.2	22.0	18.7	----	20.0
OHIO NORTHERN UNIVERSITY		IIB	2	2	1	1	29.7	24.7	21.1	18.2	24.9	2	2	1	1	35.0	29.2	25.2	21.8	29.4
OHIO STATE U MAIN CAMPUS		I	2	1	1	2	41.6	31.1	26.0	20.0	33.8	2	2	1	2	48.9	36.9	31.1	24 2	40.0
OHIO ST U AGRL TECH INST		III		3	4			24.4	19.7		21.1		3	3			29.2	23.9		25.5
OHIO ST U-LIMA CAM		III		1	1			27.7	23.0		25.0		1	2			33.0	27.7		30.0
OHIO ST U-MANSFIELD CAM		III		1	2			28.5	22.5		23.9		1	2			34.0	27.1		28.7
OHIO ST U-MARION CAM		III		2	2			26.7	21.1		24.5		2	2			31.8	25.5		29.4
OHIO ST U-NEWARK CAM		III		2	1			26.7	23.0		24.3		2	2			31.9	27.6		29.2
OHIO U MAIN CAMPUS		I	5	4	4	4	34.2	26.5	22.0	17.8	27.5	5	5	4	4	40.0	31.3	26.1	21.3	32.4
OHIO U BELMONT CO BRANCH		III		2	1			26.4	22.9		24.7		2	2			31.1	27.1		29.1
OHIO U CHILLICOTHE BR		III			2			----	21.1		22.8			3			----	24.9		26.9
OHIO U LANCASTER BRANCH		III		2	3			24.7	20.1	----	21.7		3	3			29.2	23.9	----	25.8
OHIO U ZANESVILLE BRANCH		III		3	4			23.3	19.4		21.5		3	3			27.5	23.1		25.5
OHIO WESLEYAN UNIVERSITY		IIB	1	2	2		31.2	24.0	20.4	----	25.8	1	1	1		39.8	31.1	25.8	----	33.0
OTTERBEIN COLLEGE		IIB	3	4	4	3	27.2	20.8	17.4	15.7	19.9	3	4	4	4	31.7	24.4	19.6	16.9	22.8
PONTIFICAL C JOSEPHINUM		IIC	5	5	5		10.2	11.6	8.9		10.2	5	5	5		11.3	12.7	10.3		11.4
RIO GRANDE COLLEGE		IIB		4	3	3	----	20.7	18.7	15.9	18.3		3	3	2	----	24.7	22.5	19.3	22.0
SHAWNEE ST CMTY COLLEGE		III		3	3	4		23.1	20.2	16.4	19.5		3	3	3		27.3	24.2	19.7	23.3
SINCLAIR CMTY COLLEGE		III	4	5	5	5	24.6	19.9	17.0	14.0	20.7	4	5	5	5	29.5	24.0	20.7	17.2	24.9
SOUTHERN OHIO COLLEGE		IV				5				11.4	11.4				5				13.1	13.1
STHN ST CMTY COL		III		5	5	4		20.5	17.1	15.0	17.0		4	4	4		25.2	21.6	18.4	21.1
STARK TECHNICAL COLLEGE		III			2	3		----	22.0	17.4	19.8			2	2		----	26.8	21.6	24.2
TERRA TECHNICAL COLLEGE		IV				3				19.0	19.0				3				23.3	23.3

(6)	(7)	(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY	PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
						MEN				WOMEN				MEN				WOMEN			
	PR AO AI IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	94. ALL 53.					17	8	14	4	1	3	1	7	27.3	----	22.0			----		19.4
15.						5	8	10	5		2	6	3	----	26.6	21.0	----			18.1	----
20.									19				12				19.0				17.5
17.	ALL 88. 31.					13	7	11			1	5	2	30.3	26.0	----			----		
18.	96. 83. 43.	4.7	4.0	5.2	5.2	22	26	30	3	4	4	14	4	----	----	22.9	----	----	----	21.9	----
18.	67.				4.2				139				29				24.1				24.2
18.	75.				5.1				16				6				24.2				22.6
---							1	2	3		1		1				----				
19.									8				4				----				----
16.									6				3				----				----
16.	99. 76. 22.	4.8	4.4	5.3	5.0	112	117	68	17	6	33	47	21	33.3	27.6	23.3	20.4	28.7	25.6	21.0	18.7
17.								1	18			1	9				20.2				19.5
16.	ALL 81. 20. 10.					10	16	7	1		5	3	9	30.1	----	----			----	----	20.4
16.	ALL ALL ALL ALL					34	24	19	3				2	39.3	25.5	28.9	----				
32.	60. 65.	2.1	3.3	3.3		34	17	5		6	3	6		26.5	----	----		23.8	----	----	
16.									11				3				----				----
18.	ALL 90. 15.					28	19	19	6	3	10	7	2	----	24.9	18.4	16.4	----	22.9	14.8	
20.	95. 82. 36.	6.8	7.0	7.4	-----	51	36	16		4	14	9	2	----	23.3	20.3		----	22.5	19.8	
20.							3	4	10		2	2	10			----	18.5				16.8
17.	94. 62. 27.	4.1	4.5	5.0	-----	13	12	7		3	1	8	1	----	----	15.3		----	----	15.4	----
18.	ALL 89. 25. 3.	7.2	8.0	8.6	9.3	241	166	115	30	17	48	70	28	36.3	28.7	22.8	17.9	34.9	27.1	21.8	18.1
19.	85. 22. 9.		7.1	8.0	7.5		11	8	7		2	1	4		26.9	20.0	----				----
25.	98. 69. 21.	6.4	7.7	7.7	8.4	43	21	11	3	11	15	13	1	28.2	20.5	19.3	----	25.2	18.0	16.5	----
21.	98. 73.					193	110	108	19	14	32	39	23	40.5	29.9	23.9	20.8	34.0	28.0	23.2	18.5
15.	95. 75. 9.	11.5	12.4	12.1	-----	20	12	24	1	1	4	9	5	25.3	----	19.6			----	18.2	----
23.	44.								18				16				20.3				20.1
15.						11	4	2	3	1	1	1		22.9	----		----				
25.	54.								73				23				24.7				21.1
17.				-----		3	1	3		3				----		----		----			
25.			5.7	7.4	14.1		8	12	5		7	9	16		24.3	22.2	----		22.8	20.4	----
13.						11	6	4		5	1	2		----	23.0	----		----			
20.	97. 92. 1.	9.8	8.7	10.8	14.2	131	196	62	14	12	37	35	15	40.0	30.1	25.9	20.1	41.6	27.5	22.2	19.9
18.	91. 73. 19.	7.6	11.9	9.6	-----	6	3	5		5	12	21	7	----	----	----		----	----	----	14.7
22.	ALL 56. 11.					7	12	10	1	2	4	8	2	24.8	----	16.7			----	17.5	
25.	ALL 82.	4.8	5.4	5.4	7.2	62	10	26	4	3	7	17	4	----	24.3	20.0	----	----	22.9	18.9	----
20.						5	12	12	11		2		3	----	19.9	17.5	----				----
18.	58.								95				62				21.0				19.5
29.	87.				10.7				217				125				31.9				28.2
17.	92. 75.		.1	.6	-----	12	13	6	3		3	4	1	21.1	----	17.5	----		----	17.3	----
28.	ALL 89.	8.6	11.4	10.9	11.6	62	20	24	4	4	8	27	3	----	26.8	20.8	----	----	25.5	19.5	----
17.	ALL 91.						1	5	8			6	6			----	14.5			----	12.6
18.							6	11	8		1	6	5		----	20.4	----			19.5	----
19.	ALL 69. 8.					10	13	8	10	1	3	5	5	----	----	----	----	----	----	----	----
18.					10.8				36				15				24.1				17.9
25.	ALL 25.	8.9	11.5	10.7	-----	26	8	5						37.9	25.8	----					
19.	ALL ALL 50.	8.5	8.9	8.6	-----	18	8	10	3	1	4	4	1	----	----	----	----	----	----	----	----
22.	ALL 88. 14.	7.1	7.8	11.3	13.3	22	18	15	2	2	6	7	3	----	22.7	19.3	----	----	20.7	17.2	----
18.					6.2				50				39				19.8				19.8
19.	99. ALL 41. 50.					64	30	25	9	10	8	9	1	30.4	25.7	21.0	19.8	27.8	24.0	19.4	
19.	ALL 95. 49. 23.	11.9	12.3	12.7	12.2	228	174	135	3	13	55	78	10	34.8	26.4	22.6	----	32.7	27.0	21.7	----
19.	ALL 83. 75.	-----	-----	12.2	-----	1	5	14	2		1	6	3		----	21.8				21.0	----
19.	ALL 57. ALL		-----	12.0	-----		1	8				6	1			20.3				18.0	
18.	ALL 75.		-----	-----	-----		3	3	2			1	1		----	----					
19.	ALL ALL 69. 80.	-----	12.4	11.4	13.6	2	18	15	5	2	4	12			----	23.5	----		----	21.9	
19.	ALL ALL 50. 50.		12.2	12.2	-----	1	15	12	4		8	8			25.5	21.3	----		24.1	20.2	
19.	ALL 88. 87. 60.	-----	12.0	12.0	-----	1	6	11	1		2	4	4		24.8	----				----	----
21.	ALL 97. 11.	11.5	7.6	13.6	10.2	30	32	23	3		3	13	1	38.1	----	23.1	----		----	19.9	
12.						2	4	5	9	2	2	5	12		----	----	16.7			----	15.6
22.	84.								70				31				28.6				26.1
20.							3	11	9		3	17	20		----	23.0	20.3			22.8	18.3
21.	ALL ALL 97. 15.	-----	9.0	11.3	12.5	4	28	21	6		9	8	21	----	30.4	23.8	18.8		30.3	23.9	19.4
18.					-----			2	4			2	5			----	----			----	----
19.	ALL 79.				-----	18	9	6			5	1	3	21.2	----	---			----	----	----
17.	ALL 89. 26.	6.2	7.0	6.1	-----	34	24	14	3		3	5	3	26.6	----	----	----		----	----	----
20.									13				16				22.0				21.4
16.	94. 33.					15	2	2		1	1	1		23.6							
14.													6								9.2
23.	ALL ALL 10. 11.	-----	7.7	7.9	8.7	3	11	4	3	1	3	6	6	----	----	----	----		----	----	----
22.	ALL ALL 45. 62.	-----	7.0	7.6	6.8	1	10	6	11		2	5	10		25.1	----	23.5			----	20.8
21.	98. 96. 26. 15.	7.0	7.3	8.4	7.3	195	187	119	59	12	32	55	40	36.2	27.2	22.4	20.4	34.5	26.5	20.9	18.0
24.	83. 77. 10.					4	10	8	15	2	3	12	15	----	----	19.7	18.1	----	----	19.7	16.7
22.	ALL 89. 19. 20.					20	12	10	8	1	5	5	2	----	----	----	----	----	----	----	----
18.						8	8	17	3			7	4	22.3	19.1	17.2	----			16.9	----
21.	-----	5.0	5.0	-----	1	8	13	5			1	9			21.3	19.9	----			19.5	
20.	96. 67. 17.	16.9	16.9	12.6	6.6	24	15	12	4		3	6	3	30.1	----	20.4	----		----	18.5	----
22.						1	9	21	5		8	11	7		22.3	19.6	----		19.9	17.7	----
23.					5.8				15				5				----				----
17.	-----	-----	-----	-----	-----	1		3	4		3	2	3	----		----	----		----	----	----
29.	ALL 87. 18.	9.2	10.2	11.6	9.9	82	53	29	8	7	15	16	2	37.0	27.3	20.9	----	35.2	27.8	20.9	----
19.						2	8	6			1	2			28.8	24.3					
13.	ALL 90. 30.	2.0	2.0	2.0	-----	2	6	8	1	5	4	15	3	----	----	16.8	----	----	----	16.2	----
18.	96. 77. 19.					43	46	29	8	3	6	7	4	----	24.8	21.1	----	----	24.0	21.2	----
18.	ALL 95. 32. 20.	8.6	7.1	10.0	9.6	719	446	325	35	40	83	117	35	41.8	31.4	26.8	22.3	37.5	29.3	24.1	17.7
21.	40. 5.		9.2	9.4	-----		10	15	1			4	1		24.4	----				----	
20.	86. 58.		9.2	7.9			13	12			1	6			----	23.6			----	21.9	
20.	ALL ALL 50. 33.	-----	7.8	7.7	-----	2	8	19	1		1	5	2		28.5	----				----	
20.	ALL 92. 13. ALL	-----	8.4	7.8	-----	1	9	5	1		4	3			----	----			----	----	
20.	ALL 56. 75.		8.3	8.1	-----		6	10	3		3	6	1		----	22.5			----	23.7	
18.	98. 91. 38. 7.	9.5	9.2	11.0	8.5	242	167	88	24	8	36	66	21	34.3	26.6	22.6	18.2	30.2	26.0	21.3	17.3
18.	ALL 86.		8.2	8.9			6	6				1			26.4	22.9					
18.	ALL 40.		-----	9.3	-----		5	8	1		1	2	1		----	21.1					
19.	ALL 75.		8.1	8.8	-----		11	9	3		2	3	2		24.7	----	----			----	
19.	ALL ALL 56.	-----	8.5	8.0	-----	1	8	4	2		3	5	2		----	----			----	----	
28.	98. 92. 27.	7.4	8.7	8.1	-----	54	27	28	3	9	9	17	1	31.5	24.2	20.5	----	29.7	23.4	20.4	----
14.	94. ALL 48.					14	17	13	6	3	6	15	11	----	20.5	17.9	14.0	----	21.6	16.9	16.6
12.	43.					6	9	10		1				10.2	11.6	8.9					
21.	ALL 67. 88. 11.	-----	7.8	8.7	8.7	2	11	15	10		1	9	9	----	----	18.7	15.8		----	18.5	16.0
20.							10	8	11		8	6	15		22.6	20.5	17.4		23.6	19.9	15.8
20.	97. 67. 21.					72	31	29	10	37	29	24	17	25.0	20.1	17.1	14.8	25.9	19.8	17.0	13.6
15.									21				48				13.6				10.5
24.							6	4	4			5	7		20.5	----	----			----	----
23.			19.4	6.7	12.3		7	21	26		1	6	19		----	----	18.1			----	16.6
22.									42				13				19.4				17.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP. BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
OHIO (CONTD)																				
TIFFIN UNIVERSITY		IV				4				16.7	16.7				5				18.7	18.7
TRINITY LUTHERAN SEMINARY		IIC	4	3			23.3	22.2	----		22.4	4	3			29.1	27.9	----		28.0
UNITED THEOLOGICAL SEM		IIC	4				23.1	----			22.7	4				28.1	----			27.7
U OF AKRON MAIN CAMPUS		I	4	3	3	2	36.0	28.5	23.2	19.5	28.2	4	3	3	2	43.3	34.5	28.3	24.0	34.2
U AKRON WAYNE GEN-TECH C		III						----	----	----	19.2						----	----	----	23.8
U OF CINCINNATI MAIN CAM		I	3	2	2	3	38.1	29.2	23.7	18.0	30.4	3	2	2	3	47.1	36.0	29.2	22.0	37.5
U CINCIN CLERMNT GEN-TECH		III			2		----	----	22.5	----	21.9			2		----	----	27.7	----	26.9
U CINCIN RAYMND WALTERS C		III	1	1	2	3	32.9	27.4	21.6	16.4	23.9	1	1	2	3	40.6	33.8	26.6	20.2	29.4
UNIVERSITY OF DAYTON		IIA	3	2	3	4	31.3	27.3	21.4	16.5	26.1	3	2	3	4	38.3	33.5	26.1	20.0	31.9
UNIVERSITY OF TOLEDO		I	4	4	4	2	35.3	27.8	22.9	19.3	30.2	4	3	2	1	43.1	34.5	28.9	24.8	37.3
URBANA COLLEGE		IIB	5		5		19.5	----	15.6	----	16.5	5		5		22.9	----	18.1	----	18.7
URSULINE COLLEGE		IIB	5	5	5	2	21.5	18.1	15.8	16.9	17.5	4	4	4	2	26.2	22.4	19.7	21.0	21.7
WALSH COLLEGE		IIB	4	4			22.6	19.1	----	----	19.8	4	4			26.3	22.6	----	----	23.0
WASHINGTON TECH COLLEGE		IV				4				16.2	16.2				4				19.5	19.5
WILBERFORCE UNIVERSITY		IIB		4	5	4	----	20.1	15.7	14.4	17.4		3	5	4	----	24.6	18.5	16.9	20.8
WILMINGTON COLLEGE		IIB	4	4	5		22.5	19.5	16.2		19.5	4	4	5		25.9	22.6	18.7		22.5
WITTENBERG UNIVERSITY		IIB	1	1	1	2	32.4	26.6	21.6	17.9	26.7	1	1	1	2	39.7	33.6	26.7	20.7	33.0
WRIGHT ST U MAIN CAMPUS		IIA	3	4	4	4	32.7	25.2	20.6	17.0	25.3	2	2	2	2	42.6	33.4	27.8	23.2	33.6
WRIGHT ST U WSTN OHIO BR		III			4	3			19.2	16.7	18.1			2	2			26.0	22.9	24.7
XAVIER UNIVERSITY		IIA	3	3	3	2	31.4	25.8	21.1	18.7	26.0	3	3	3	2	37.4	31.2	25.9	23.3	31.4
YOUNGSTOWN ST UNIVERSITY		IIA	2	2	2	3	33.9	28.5	22.9	18.8	27.7	2	1	1	2	41.1	34.8	28.2	22.6	33.9
OKLAHOMA																				
BACONE COLLEGE		III		5	5	5		19.3	17.3	14.3	17.2		5	5	5		21.9	20.0	16.0	19.6
BARTLESVILLE WESLEYAN C		IIB				1				18.1	18.1				1				21.5	21.5
BETHANY NAZARENE COLLEGE		IIB	4	3	2		27.1	21.0	19.2	----	20.9	4	3	2		29.1	25.6	22.8	----	25.1
CAMERON UNIVERSITY		IIB	1	1	1*	1*	31.2	27.6	24.4	20.5	26.4	2	1	1	1	34.6	30.7	27.2	22.9	29.4
CARL ALBERT JR COLLEGE		IV				2				23.2	23.2				3				25.9	25.9
CENTRAL STATE UNIVERSITY		IIA	2	1*	1*	1*	35.1	32.0	28.7	22.9	30.4	3	1	1*	1	38.6	35.4	31.8	25.4	33.6
ROGER ST COLLEGE		IV				2				23.3	23.3				3				25.8	25.8
CONNORS STATE COLLEGE		IV				2				23.9	23.9				2				26.5	26.5
EAST CENTRAL OKLA STATE U		IIB	1	1*	1*	1*	32.6	29.7	26.6	22.2	27.6	2	1	1*	1*	35.9	32.7	29.4	24.6	30.5
EASTERN OKLA ST COLLEGE		IV				2				24.3	24.3				2				27.2	27.2
EL RENO JUNIOR COLLEGE		IV				2				25.6	25.6				2				28.5	28.5
FLAMING RAINBOW U		IIB				4				14.3	14.3				4				17.5	17.5
LANGSTON UNIVERSITY		IIB	2		1*	1*	30.8	----	25.2	23.0	25.9	2		1*	1*	34.3	----	28.3	25.9	29.1
MIDWEST CHRISTIAN COLLEGE		IIC					----			----	----					----				----
NTHESTN OKLA AGRL-MECH C		IV				2				24.3	24.3				2				28.3	28.3
NORTHEASTERN OKLA STATE U		IIA	3	2	2	1	31.4	26.9	23.1	21.1	26.5	4	4	3	2	34.6	29.7	25.6	23.4	29.3
NORTHERN OKLAHOMA COLLEGE		IV				2				23.4	23.4				3				26.2	26.2
NTHWSTN OKLA STATE U		IIB	1	1*	1*	1	33.1	30.9	26.0	20.2	26.7	2	1	1*	1	36.6	34.2	28.8	22.5	29.6
OKLAHOMA BAPT UNIVERSITY		IIB	3	3	3	3	26.3	22.1	18.4	16.4	20.4	3	3	3	2	31.7	26.9	22.3	19.7	24.7
OKLA CHRISTIAN COLLEGE		IIB	3	2	2	3	27.4	25.1	20.3	16.5	22.9	3	2	3	3	30.0	27.7	22.2	18.5	25.2
OKLAHOMA CITY UNIVERSITY		IIA	5	5	5		26.5	23.0	19.5	----	22.7	5	5	5		30.2	26.0	21.6	----	25.6
OKLA PANHANDLE STATE U		IIB	2	1	1	1*	29.2	26.8	21.8	21.8	25.1	2	1	1	1*	33.4	30.6	25.3	25.3	29.0
OKLA SCH BUS ACCT LAW FIN		IV				5				9.5	9.5				5				10.4	10.4
OKLA STATE U MAIN CAMPUS		I	4	3	2	3	37.0	28.2	23.8	18.4	29.4	3	3	2	2	44.7	34.7	29.3	22.7	35.9
OKLA STATE U TECH INST		III			1	1		----	22.6	20.2	22.3			2	1		----	27.8	24.8	27.4
OSCAR ROSE JUNIOR COLLEGE		IV				2				24.4	24.4				2				27.8	27.8
PHILLIPS UNIVERSITY		IIA	5	5	5		25.1	21.4	19.2	----	21.7	5	5	5		29.0	23.8	22.0	----	24.7
SAINT GREGORY'S COLLEGE	LFO	IV				3				19.6	19.6				4				22.0	22.0
SAYRE JUNIOR COLLEGE		IV				3				22.1	22.1				3				23.8	23.8
SEMINOLE JUNIOR COLLEGE		IV				2				23.2	23.2				2				26.4	26.4
SOUTH OKLA CTY JR COLLEGE		IV				2				23.9	23.9				2				27.3	27.3
STHESTN OKLA STATE U		IIA	3	2	1	1	31.5	27.4	23.7	19.8	25.6	4	3	3	2	34.7	30.3	26.3	22.2	28.4
STHWSTN OKLA STATE U		IIA	2	1*	1*	1*	34.3	31.9	29.3	23.1	29.6	3	1	1*	1	37.5	35.0	32.2	25.5	32.6
TULSA JUNIOR COLLEGE		IV				2				24.5	24.5				2				27.9	27.9
U OF OKLAHOMA NORMAN CAM		I	3	2	3	5	38.4	29.6	23.5	16.1	30.0	3	3	3	5	45.5	35.3	28.2	19.0	35.7
U OF SCI & ARTS OF OKLA		IIB		1*	1*	1*	----	30.0	26.8	22.2	26.9		1	1*	1*	----	33.7	30.3	25.6	30.4
UNIVERSITY OF TULSA		IIA	2	2	3	2	34.8	28.1	21.6	18.4	27.3	2	2	3	3	41.4	33.5	25.1	21.9	32.2
WESTERN OKLAHOMA STATE C		IV				2				23.7	23.7				2				26.4	26.4
OREGON																				
BASSIST COLLEGE		IV				5				11.1	11.1				5				13.6	13.6
BLUE MTN CMTY COLLEGE		IV				2				24.7	24.7				2				31.7	31.7
CENTRAL OREG CMTY COLLEGE		III	3	3	2	1	27.3	24.1	22.1	19.2	22.8	2	2	1	1	36.0	32.0	29.6	26.0	30.5
CHEMEKETA CMTY COLLEGE		IV				2				24.1	24.1				1				32.2	32.2
CLACKAMAS CMTY COLLEGE		IV				2				24.6	24.6				1				33.0	33.0
COLUMBIA CHRISTIAN C		IIB						----	----		17.0						----	----		19.6
CONCORDIA COLLEGE	4	IIB	5		5		18.0		13.0		14.9	5		5		24.4		16.6		19.5
EASTERN OREGON ST COLLEGE		IIB	2	2	2		29.0	23.3	19.8	----	23.4	1	1	1		38.0	30.8	26.3	----	31..
EUGENE BIBLE C		IV								----	----								----	----
GEORGE FOX COLLEGE		IIB	4	4	4		23.4	19.8	16.7		20.2	4	4	4		27.0	23.0	19.4		23.4
JUDSON BAPTIST COLLEGE		III			4	5			18.7	11.9	15.3			5	5			20.9	13.8	17.4
LANE COMMUNITY COLLEGE		IV				2				24.7	24.7				1				32.1	32.1
LEWIS AND CLARK COLLEGE		IIA	1	3	4		37.2	26.5	20.8		29.1	1	3	4		43.9	31.5	24.3		34.5
LINFIELD COLLEGE		IIB	3	3	3		26.1	22.0	18.2		22.1	3	2	2		32.0	27.4	22.7		27.4
LINN-BENTON CMTY COLLEGE		IV				3				21.4	21.4				2				28.6	28.6
MOUNT ANGEL SEMINARY		IV				5				11.1	11.1				5				11.8	11.8
MOUNT HOOD CMTY COLLEGE		IV				2				26.3	26.3				1				34.8	34.8
MULTNOMAH SCHOOL OF BIBLE		IIC	5	5	4		19.1	17.8	16.1		17.8	5	5	5		21.1	19.8	18.0		19.8
PACIFIC NTHWST C ART		IIC				4				13.1	13.1				4				15.9	15.9
NTHWST CHRISTIAN COLLEGE		IIC						----	----		13.9						----	----		19.8
WSTN OREGON ST COLL		IIC	3	3	2		27.4	23.0	21.1		24.8	2	2	2		36.0	30.4	28.0		32.7
OREGON GRADUATE CENTER		IIC	1	1			43.6	30.5	----	----	33.5	1*	1			52.1	37.5	----	----	40.4
OREGON INST OF TECHNOLOGY		IIC	2	2	2	2	29.8	26.8	22.6	18.1	24.8	2	1	1	1	39.0	35.3	29.9	24.2	32.7
PACIFIC UNIVERSITY		IIB	2	3	3		28.1	22.5	18.2		21.8	2	3	4		32.5	25.9	20.7		25.0
PORTLAND CMTY COLLEGE		IV				2				24.8	24.8				1				33.6	33.6
PORTLAND STATE UNIVERSITY		IIA	4	4	3	3	30.3	24.5	21.5	18.0	26.7	2	3	1	1	39.7	32.4	28.5	24.1	35.1
REED COLLEGE		IIB	1	1	1		32.3	26.3	21.4		26.8	1	1	2		38.5	31.5	24.9		31.7
ROGUE COMMUNITY COLLEGE		IV				3				19.7	19.7				2				26.5	26.5
STHN OREGON ST COLLEGE		IIA	5	5	5	4	27.9	23.6	19.6	16.1	23.8	3	3	3	3	36.7	31.1	26.3	21.6	31.5
STHWSTN OREG CMTY COLLEGE		III	2	3	3		29.0	23.9	19.8		23.2	1	1	1		39.6	33.1	27.9		32.2
TREASURE VLY CMTY COLLEGE		IV				3				19.8	19.8				2				27.3	27.3
UMPQUA COMMUNITY COLLEGE		IV				2				23.1	23.1				2				29.4	29.4
UNIVERSITY OF OREGON		I	5	5	5	4	33.0	24.9	21.2	17.0	26.8	4	4	3	2	43.0	32.8	28.1	22.8	35.2
UNIVERSITY OF PORTLAND		IIA	4	4	4		28.4	24.0	20.0	----	22.5	4	4	4		34.3	29.4	23.5	----	27.0
WARNER PACIFIC COLLEGE		IIB		4	4		----	19.3	16.5	----	17.7		4	4		----	22.4	19.3	----	20.8
WESTERN BAPTIST COLLEGE		IIC					----	----			15.3					----	----			20.3
WESTERN CONS BAPTIST SEM		IIC	3	3			24.9	21.4	----	----	21.7	4	4			27.5	23.6	----	----	24.0
WSTN EVANGELICAL SEM		IIC					----				----					----				----
WSTN STATES CHIRPRCTC C		IIC			4			----	17.6	----	18.1			4			----	21.0	----	21.8
WILLAMETTE UNIVERSITY		IIB	1	2	2		32.7	25.3	20.4	----	26.9	1	1	2		39.1	30.6	24.8	----	32.4
PENNSYLVANIA																				
ALBRIGHT COLLEGE		IIB	1	1	1	1	32.2	26.3	22.1	19.7	26.1	1	1	1	1	37.8	30.9	25.5	22.6	30.5
ALLEGHENY COLLEGE		IIB	1	2	3	4	32.1	24.3	19.0	15.0	22.9	1	2	3	4	39.7	29.6	22.1	17.0	27.5
ALLNTWN C SNT FRAN DESALS		IIB		3	4	3	----	21.5	17.4	16.4	18.3		3	4	3	----	24.8	20.0	18.2	20.8